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all **VOLUNTEER**

The Army's recruiting and retention professional magazine since 1919

FEBRUARY, 1982



Computers for everything!

Commander's Notes



Today's recruiting market is more challenging than in the past. The interest and aptitudes of these young Americans are different. If we are to continue our success story in that market, we've got to appeal to their needs, goals, and desires.

We have some tools on line to help get to their needs, goals, and desires, and some coming which will be even better! Those are the tools automation provides our recruiting field force.

Automation works for us in many ways.


As outlined in the portion of the article on the Joint Optical Information Network, automation will assist the recruiter in the sales presentation so the recruiter can spend more time in tailoring an enlistment program for each prospect.

The Article "Automation" describes how automation provides commanders with the raw data necessary to make decisions — decisions which will help identify and keep us in the quality market recruiting. That's important. It means less wasted time.

Think of it! The high technology of the JOIN helping present our Army Programs to a young person from the quality market. That's impressive, but it isn't all automation is doing for us. Automation will assist in locating young people and, generally speaking, identify what appeals to them. The key attitudes and values of the quality market were products of automated research. Armed with this information and the use of JOIN we present in fact and up front the technology of today's Army to these young people.

That's using the technology of today and tomorrow to help us recruit more effectively today. That's part of your responsibility because . . .

THE ARMY STARTS WITH YOU!


HOWARD G. CROWELL, JR.
Major General, USA
Commanding

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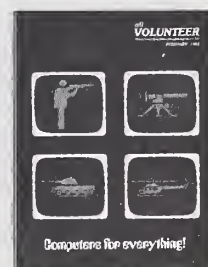
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This month's cover anticipates the type of training device tomorrow's soldier might use. Cover art is by Bob Tarpey, of the Ft. Sheridan TASC. The back cover by SSG Gordon Marihugh and illustrates some of the work done by MOS 92B: Medical Laboratory Specialist.





Specialist Four David Griffith, a computer operator, mounts a disk pack on the disk drive unit. Today's most commonly used direct access device, the magnetic disk, combined in packs, can hold more than 100 million characters per pack.

Armay/ **U**SAREC **T**o **O**perate **M**arket **A**nalysis **T**o **I**nterface **O**ther **N**ew systems

The focus of this article is on automation management at the US Army Recruiting Command. It tells how information, put together from bits and pieces of "raw" data and processed by computers, helps recruiting commanders at all levels of the command in the Army's number one challenge: Manning the Force.

Many of the successes of military commanders, in time of war, depend upon having critical information available upon which to base decisions.

Ironically, it is in peacetime that commanders in the recruiting command have to fight their battles in finding volunteers for the Army. Recruiting commanders need a con-

siderable amount of information in their efforts to seek and persuade today's young men and women to voluntarily accept the Army way of life.

Essential information in the recruiting business is knowing what kind of people the Army needs, knowing where they can be found, understanding something about them and knowing the competition Army recruiting faces.

"Manning the total force is the major challenge the Army faces today," points out General E.C. Meyer, the Army Chief of Staff. To meet this challenge is not an easy task. The world of Army recruiting dictates its own management system which is similar to that of a large civilian corporation with emphasis on "marketing" and "production." These terms are not always familiar to military officers or enlisted men and women when first assigned to USAREC.

Terms such as "Advertising and Sales Promotion" and "Market Studies" further hint that the USAREC environment is much different from that of military organizations soldiers are accustomed to.

The recruiting command's "fighting forces" are the more than seven thousand production recruiters located in some 2,200 recruiting stations across the country. Instead of rifles, they are armed with the tools Army recruiters must use. These tools are high school lists, lead information cards, and other information about the "target" market, bright young men and women between 17 and 21 years of age. The "product" an Army recruiter offers these young people is a career in the Army.

Similarities between USAREC and large commercial corporations extend into other areas such as organizational structure, methods of operation, marketing and sales, and a dependence on facts-and-figures-type information generated by management information systems.

A "buzz word" of the 80s, Management Information Systems (MIS), sometimes called Decision Support Systems (DSS) in a modern organization helps to manage productivity. These systems provide the decision

makers in an organization with the type of valid and relevant information upon which far-reaching decisions can be made with a minimum of guesswork.

Typically, the decision-makers in any organization need to establish the long-range and short-range goals and objectives, and often must look far into the future to determine the organization's needs then.

The Directorate of Programs Analysis and Evaluation at headquarters USAREC is one of several directorates that must look far ahead for forecasts of recruiting needs and answers to problems they think may develop as a result of social changes. Pondering over vast amounts of computer-generated information, they use scientific methods to help determine what the mission will be.

From past production data stored on magnetic tapes and from variables such as unemployment statistics, the number of high school seniors, and

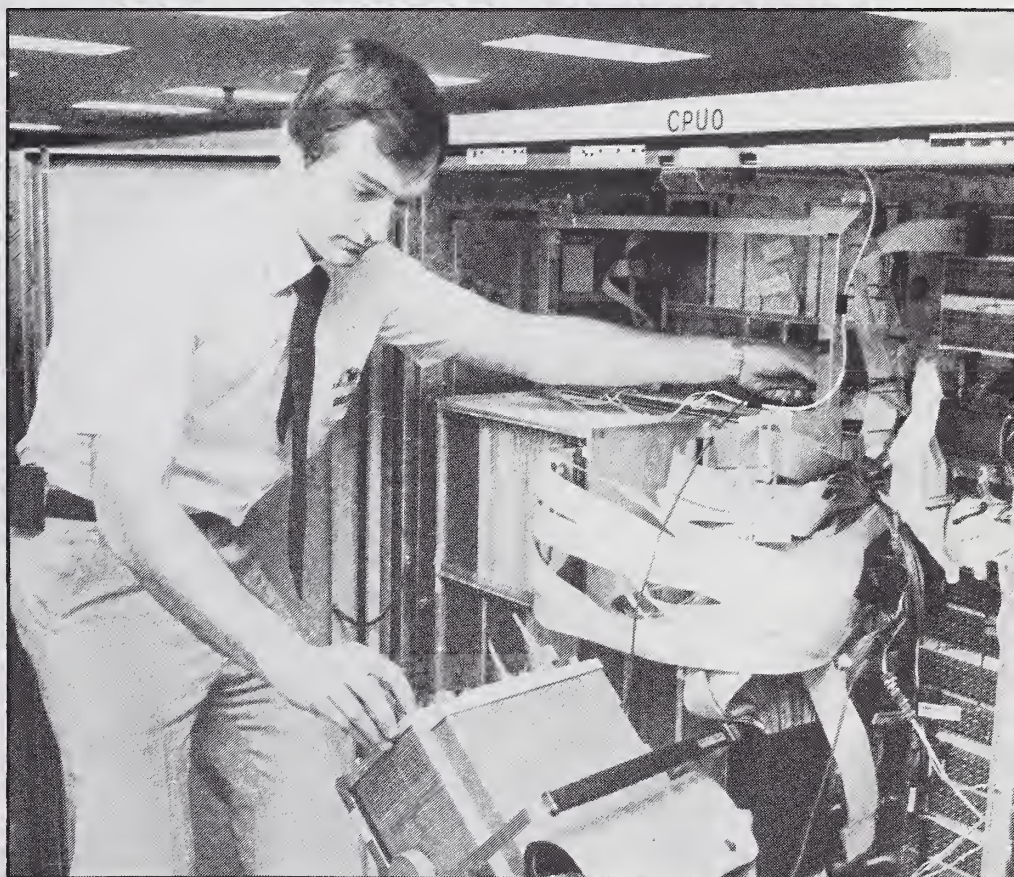
the ethnic composition of the population, they can forecast with a high degree of accuracy where USAREC can best get its share of enlistments.

"Without the benefit of ADP (automated data processing) it would be impossible for us to make the analysis," said LTC Jerry L. Kintigh, the Deputy PA&E. The directorate, once called Market Study and Analysis, now does much more than that. The mission has been expanded to include the evaluation of incentive programs and the equitable distribution of recruiting objectives down to the region and district levels of the command.

Military personnel assigned to the directorate must have a background in operations research and systems and be familiar with computers. They must be able to write simple programs and process the data available into meaningful information.

Statisticians assigned to the directorate use either the computer or, for less

Mr. Russ K. Romanelly, a customer engineer with UNIVAC who helps maintain the sophisticated hardware at USAREC's mainframe computer, uses an oscilloscope to troubleshoot the heart of the new UNIVAC 1100/62 computer, the Central Processing Unit.



complex calculations, programable calculators. For pinpoint market analysis a number of terminals allow PA&E personnel access to large computers located in Monterey, CA, which furnish valuable demographic data used by PA&E to place recruiters into the best market locations.

These computers also provide other types of real market information, for instance, they tell where the high schools or shopping centers are located. If used for commercial purposes, they can show the number of refrigerators sold in a certain area. Surprisingly, in market analysis some statistics that have little in common with Army recruiting can give clues to the composition of the population which, in turn, is an important factor for establishing recruiting objectives.

CPT Thomas R. Rock, of PA&E Information and Analysis Branch be-

lieves, "Without the information provided by computers we could not do our job and our branch might not even exist. We get data from automation management. Then we must analyze it to see if what the data says is good or bad. Next we try to figure out what effect our findings might have on recruiting, now and in the future."

Although PA&E does not have powerful computers located in its offices, any of the terminals can link up to powerful computers wherever those are located, via simple acoustical couplers that connect to normal telephone lines. Some of the terminals are no larger than a portable typewriter and are carried out whenever the PA&E experts travel to the regions and districts to help them in their own analyses.

Another directorate that depends heavily on data processing and com-

puters is Recruiting Operations. While PA&E determines the recruiting objectives for each region or district, it is the job of RO to track daily the actual number of accessions brought into the Army and to determine whether or not regions or districts are within their prescribed goals.

A small computer, primarily designed for graphics applications, is connected every morning at 5 a.m. via a telephone line to a system called REQUEST. When it is finished, at 7 a.m., the computer has "pulled" all the latest recruiting gains data. It has also interpreted the data and turned it into easy-to-read charts, graphs, or detailed reports.

"This is about as close to 'real-time' as we can come. REQUEST is updated each night with the latest accessions and contracts by the guidance counselors at the MEPS. We could get

Specialist Four Jennifer Brod, assistant tape librarian, returns reels of magnetic tape to the racks that hold more than 7,000 tapes containing vast amounts of recruiting data.



the accessions information all the way down to the recruiting areas, but we need it only down to the DRC," says CPT Richard A. Butler, a region analyst.

REQUEST is one of the several large systems that USAREC interfaces as a user. Other systems are:

- **MEPS Reporting System**—is a data base of information about all examinations and enlistments made by the MEPS for all branches of the military service, not only the Army. MEPCOM receives daily transactions from the MEPS and collects and processes this information on USAREC's mainframe computer at Ft. Sheridan. Historical data is furnished to USAREC weekly.
- **Rapid Electronic Advertising Coupon Transmission System (REACT)**—inquiries from direct mailouts and magazine mail-back cards. Respondents are sent a personalized letter and a packet with brochures and information about Army opportunities. Monthly reports are sent to regions, districts and areas. The recruiter nearest the respondent receives a lead management card with information about the prospect, such as name and address.

In 1981 more than 750,000 such leads were sent out to recruiters who would then contact the prospect in person. REACT is operated by the USAREC advertising agency, N.W. Ayer, through a sub-contract.

- **Prior Service Recruit Net**—is a DOD-wide data base of information on personnel who have had prior service in the military. Operated by the Defense Manpower Data Center, the system furnishes to USAREC information needed in processing applicants with prior military service who want to join the Army.

- **Recruit Market Network**—helps USAREC with valuable demographic data base information and market analysis programs which help to apportion the recruiting mission quotas equitably among the five regions. This system is also operated by the Defense Manpower Center.

- **Enlisted Master File**—is the basic automated personnel records system for all Army enlisted personnel. It is used for a wide range of functions

mainly in personnel management and strength accounting, and is maintained by MILPERCEN.

- **Reserve Personnel Information Reporting System**—is the equivalent of the Enlisted Master File, but for members of the Army Reserve. It provides information about accessions into and discharges from the Reserve.

- **Standard Finance System**—provides financial management of funds. Financial transactions are standardized and automated for maintaining an accounting data base. Statistical reports are provided to inform each level of command of their overall financial situation. The system is operated by FORSCOM.

USAREC at this time is not the proponent for any "system" but collects and processes the information received from other agencies, mainly, the information from the REQUEST and MEPS.

Chuck Shanks, a team leader in the Data Base and Software division explains, "Our data base is called DUAL SOURCE. It receives the combined information from the two systems. We then marry up the data from both systems. Personnel data on the same person should be the same on either system.

"It should match, yet, we always find errors that we must resolve. Transcription errors are often the problem, displaced digits, differences in the social security number, wrong education level codes. The computer will kick it out if the data on the same person does not match. Anytime you transfer data manually there is a chance of errors. That can happen when the information is written down, or when it is transferred to a form or when it is typed into the computer at the keyboard. When ARADS, the Army Recruiting Accession Data System is in, it should do away with all these problems."

Shanks and other data processing people at USAREC are not the only ones who can expect help from ARADS. Together with JOIN (Joint Optical Information Network) they are part of a giant step toward bringing a fully integrated, automated, user-friendly, command and control system to all levels of USAREC. When installed and fully functional it may possibly be

the largest distributive data network in the government.

For many years, the high cost of big computers has forced business and government into centralization, concentrating all information processing on large and expensive machines. Today, however, the declining cost of minicomputers and the proliferation of microcomputers make the same people take another look at this decision. What seems to be developing is a trend toward what is known as "distributive data processing", a trend to bring computing power to the working environment.

A major portion of the task of bringing automation down to the level of the recruiting stations across the country, falls upon the Field Operations branch in the automation directorate. Lieutenant Colonel James R. Meyer, chief of field operations, believes the greatest gains in productivity are accomplished when automation is used to help workers use their time more effectively.

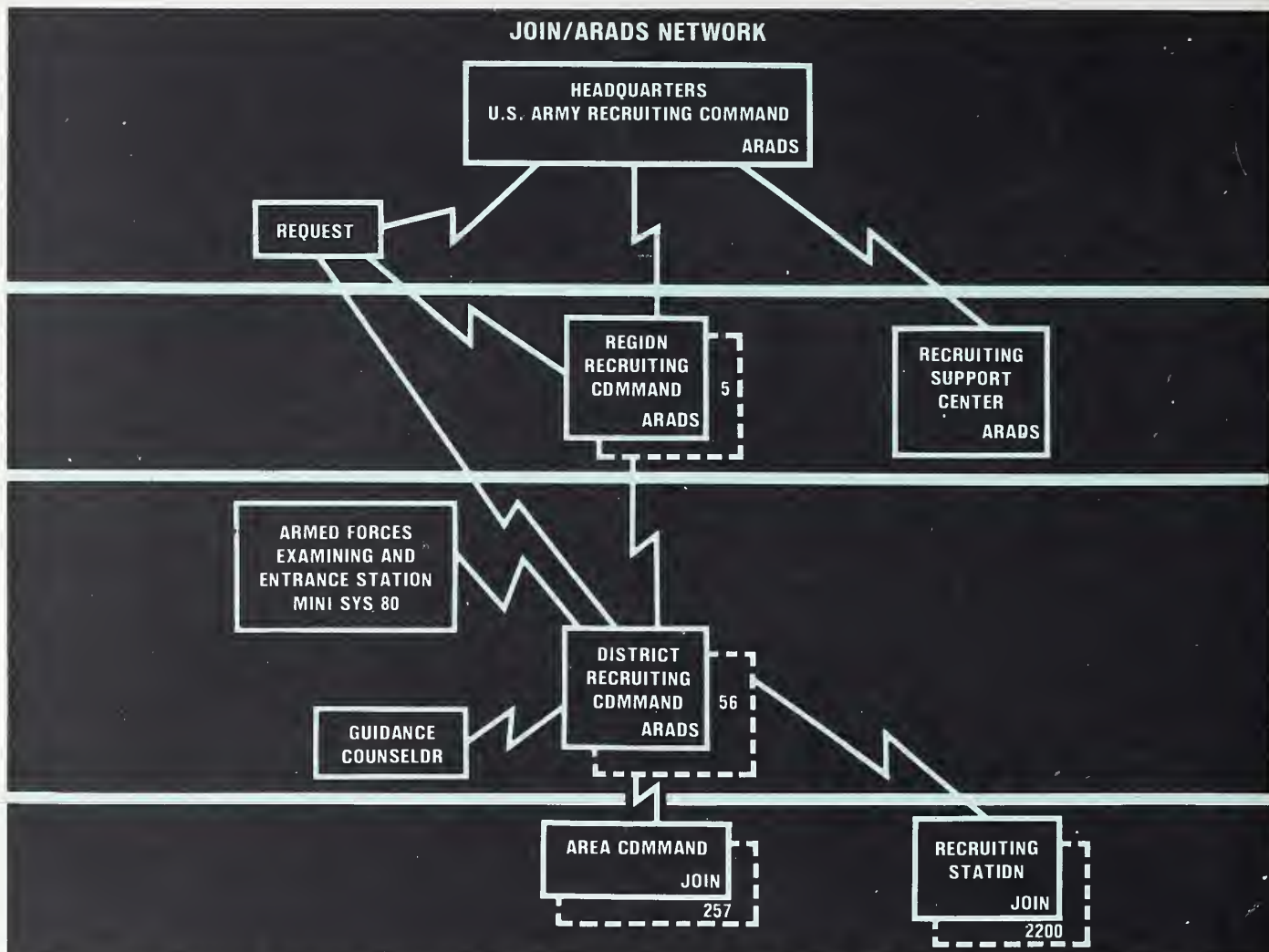
It's a change in philosophy that can take lots of time and money. But it'll be worth it," Meyer said. "People have changed, too, they are now less afraid of automation and can understand better how a small computer can help them on their job."

The main beneficiaries of this change in philosophy will be the more than 7,000 field recruiters at the recruiting stations. Beginning in fall of '82 recruiters will be receiving the first models of a state-of-the-art audiovisual information system called JOIN (Joint Optical Information Network) that is composed of a microcomputer with dual disk drives, a color video monitor, a letter-quality printer and a laser-type disk player.

The JOIN system is initially targeted to help solve a major problem at the recruiting station level — responsiveness to the need for information upon which applicants make decisions to enlist in the Army.

With the arrival of JOIN, the recruiter for the first time will have, at the push of a button, a wealth of video segments available that show the modern Army and the job its soldiers are doing.

JOIN/ARADS NETWORK



When fully operational at the four levels of command the systems of JOIN and ARADS will provide the vital link in automation management between headquarters and the recruiting stations across the country. ARADS will connect headquarters with the five recruiting regions, the recruiting support center and the 56 recruiting districts, while JOIN will connect about 2200 recruiting stations and 257 recruiting areas with the districts. The total system is believed to be the largest data network in government.

Current plans call for JOIN to be used in the most critical area of the recruiting process — the recruiter's sales presentation. Later, other areas such as lead refinement, prequalification and in-house administrative and management functions will be included.

Although the system is presently still under development and the final version is not anticipated until spring of '82, several prototype systems, made up from off-the-shelf hardware, are being tested and used for demonstrations at headquarters and the regions.

Mr. Steve Donovan, the director of automation management and one of the early proponents of JOIN, believes that today, 18 months after he helped lay the groundwork for the system, we still don't envision its full potential.

"JOIN is still a learning process and as we go along we might think of new applications; some mundane, others even beyond our present imagination. For instance, there's no technical reason why the system could not weigh people as there are electronic scales that could feed into JOIN, or even take one's blood pressure or temperature, or even serve as a mini MEPS during mobilization.

"The potential is almost unlimited. For example I have no doubts that some day within the next five years JOIN will be much smaller and might easily fit into a suitcase that a recruiter could take with him to the applicant's house. The obstacle today is that industry hasn't come out yet with a really effective flat screen color TV, that's small and light-weight. It's still

not out there, although there were some recent breakthroughs", said Donovan. It is this kind of innovative thinking among the automation management people at USAREC that makes them look beyond today's technological boundaries to find solutions to problems existing today.

The automation gap between the headquarters USAREC, where the large mainframe computer UNIVAC 1108 is being updated to a UNIVAC 1100/62, and the recruiting areas and stations will be bridged by the ARADS (Army Recruiting Accession Data System) and will consist of a number of minicomputers at the 56 districts and five regions.

Still in the early phases of development, ARADS is scheduled for distribution to the field beginning in fall '83

and ending with its full extension by summer of '84.

The primary purpose of the ARADS is to improve the functions of recruiting operations, command and control, and the resource management of personnel, logistics, and finance. Special benefits to be expected are a more error-free single source of data, replacing the current dual source data base, and a rapid electronic mail and message system that will speed up the slower communication systems used today.

Bringing full automation to the recruiting environment, could run up against established operating procedures and individual work habits of some people reluctant to change. Some people may be quite uncomfortable learning to do something in a different way than that to which they have become accustomed. Some recruiters might even be concerned that some day in the future recruiters may no longer be needed because the job of recruiting has been taken over completely by computers.

Major General Howard G. Crowell, Jr., CG of USAREC, assures those

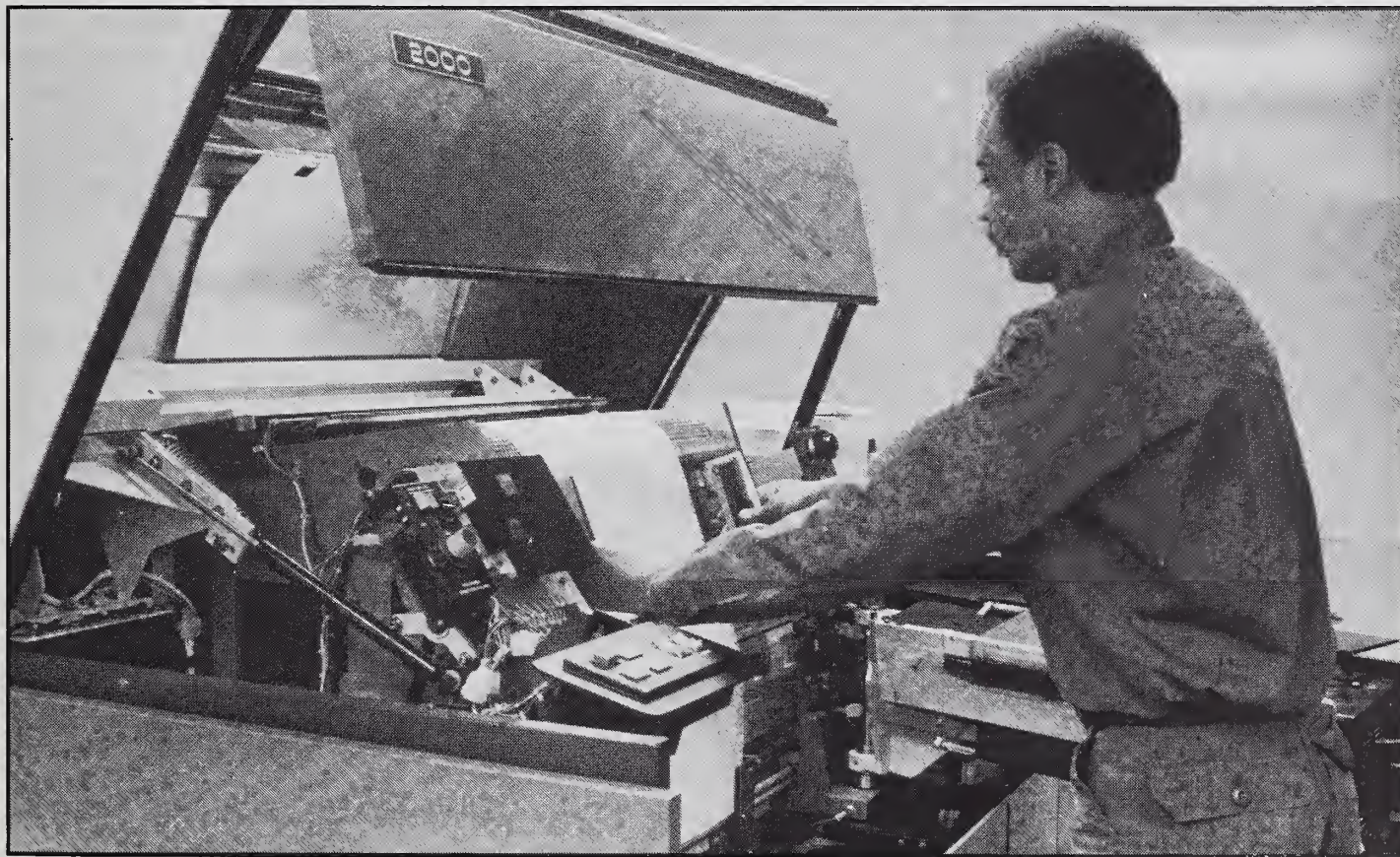
concerned, "The Army recruiter will NEVER be replaced by a computer. No machine can provide that personal element a recruiter provides that is of crucial importance for the interaction between applicant and recruiter. We must never forget that ADP is only a means to an end. On the other hand, what's wrong with the computer helping the recruiter do his tedious and time-consuming administrative tasks?"

We are all in the learning process, learning to harness this new and promising tool. As to the systems potential, it is largely untapped yet. Like the early Americans in their time could not foresee the needs and uses of paved highways, we today cannot yet comprehend the full potential of our new systems.

Something, however, that everyone involved in Army recruiting has no trouble comprehending, is the fact that computers have paved the road toward increased production and more effective management. Ultimately, using the full resources ADP provides, the recruiter can do his job as he never could before . . . better, faster, smarter.



The ARS Daily Cycle report, is checked by Deborah Leavell, an Air Force SSgt, assigned to MEPCOM.



Making sure the paper feed is working properly is an important job.

The Army meets video mania

by SSG Gordon Marihugh

In less time than Voyager I has been in space, electronic video games have evolved from simple black and white table tennis models to multi-colored, three dimensional, computer assisted games which get more difficult as the player gains skill.



Bradley Trainer

In the short time they have been plugged in, video games have grown to a \$5 billion per year business according to a Newsweek report. These companies earn their money charging per game.

Replacing pinball, video mania has nearly become a national obsession without regard to age, income bracket, or education level.

The attraction of these games is not solely in the entertainment they offer, but also in the challenge they present the player. Facing fast-paced action and rapidly-changing situations, a player must rely on his skill and reflexes to survive. It is a never-win game. At some point, the player is defeated and must insert another coin to play again.

The computer microprocessor is the heart as well as the brain of the video game. It gives the game its versatility while printed circuit boards make the game durable and somewhat inexpensive. High quality graphics are computer generated and displayed through a television screen. The computer also ensures that various situations appear randomly, and will increase in difficulty as the game's playing time continues.

The public is not alone in its fascination with electronic video games. While the public plays video games in arcades, at home, or with small handheld versions, the Army is looking at the whole video game field for training.

At TRADOC's Army Training Support Center (ATSC), Ft. Eustis, a study was conducted to find out where video game technology might fit into Army training. The study began in 1979 when former TRADOC commander GEN Donn A. Starry requested a training potential study of the commercial video arcade games.

The study concluded that there were

numerous commercial games with the potential for military training use. The next step for the study group was to prove that existing games could be modified to meet Army training requirements.

According to CPT Steven J. Cox, TRADOC ATSC, "The continuing rise in the cost of fuel, ammunition, and training, plus the constant need for the Army's combat divisions to maintain a high degree of proficiency while saving money, has made us look at any possible training device." He added there were two objectives in the second part of the study.

"First retain the game's amusement, excitement and motivation value while offering the soldier challenging and realistic training.

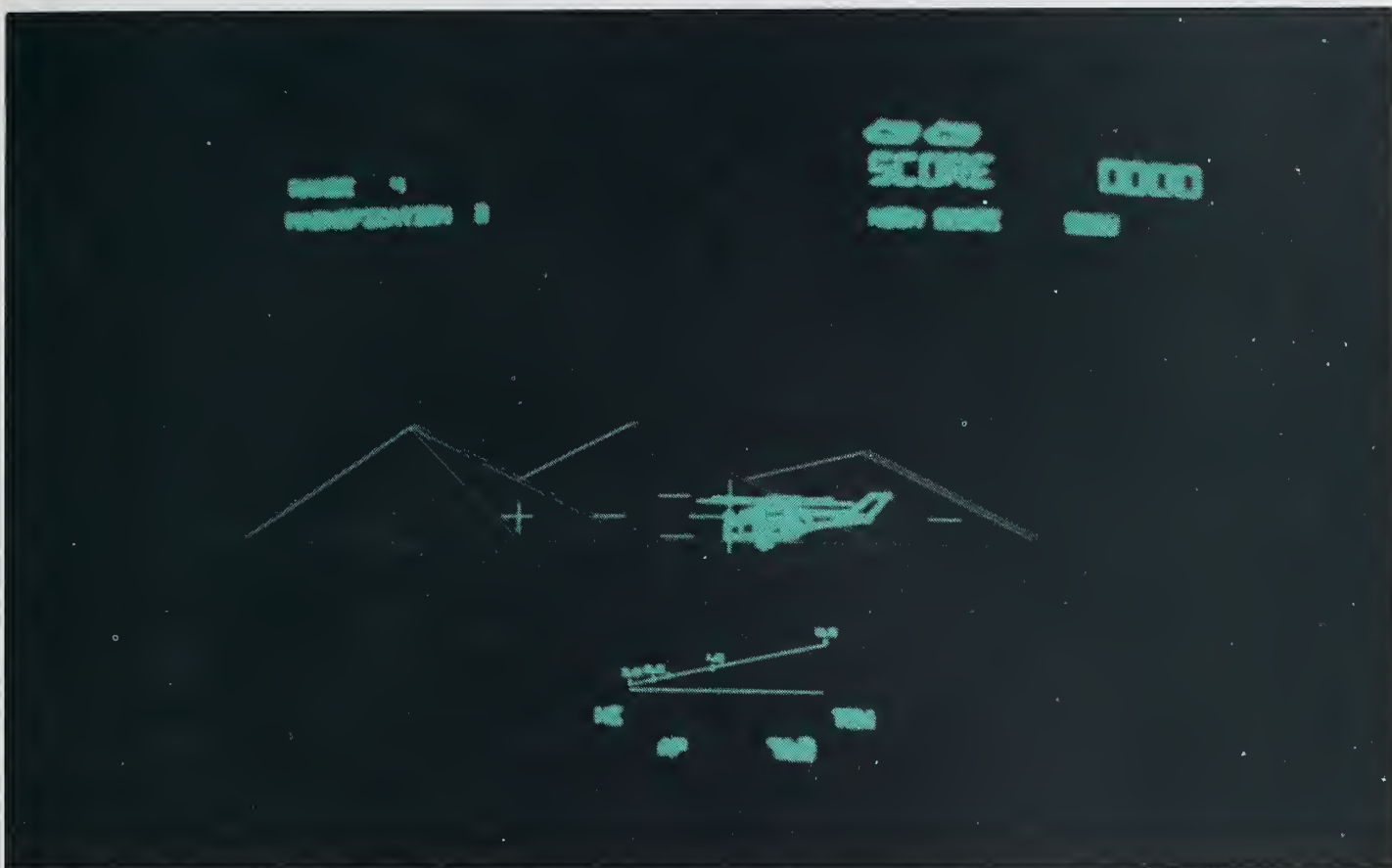
Second, keep the cost of the conversion as low as possible to have a training device that could be maintained at the unit level," Cox said.

A training aid which meets those requirements will fill a training deficiency brought about by a lack of full training simulators. Their size and cost make them practical only at the institution level he continued.

The result is a low cost, part trainer, part video arcade game named the Bradley Trainer.

Cox said, "This modified game, named for the late General of the Army, Omar Bradley, requires the soldier to make all the correct gunnery actions to destroy the enemy vehicle. The sights and controls look, feel, and respond like those of a real weapon."

The targets on the screen are line drawings of allied and enemy vehicles. The computer electronically expands and shrinks the target's size to create the illusion of distance, up to several thousand meters. It will also make the targets follow paths that would normally be taken by a real target.



Computer generated graphics give the Bradley Trainer the look and challenge of an arcade game.

Cox noted that like a real enemy, the game's target will shoot back at realistic rates and intervals. The trainer will inform the gunner when he has been destroyed.

"After each situation is completed the computer scores the gunner's performance. As the soldier's skill improves the game becomes more difficult," Cox continued.

After a demonstration at the 1981 TRADOC commanders' conference, the study group was directed to evaluate the effectiveness of the Bradley Trainer and user acceptance.

Cooperating with the Army Institute of Research, ATSC is designing skill transfer and skill retention tests to be given to targeted groups of soldiers in both CONUS and Europe.

The test audiences will be divided into three groups. Group A will receive conventional gunnery training, while groups B and C will be trained either in part or totally on the Bradley

Trainer. All three groups will be pre-tested on selected gunnery skills. Records of game use and performance by groups B and C will be kept for use after the entire test is completed.

After training all three groups will again be tested using actual Army weapons under simulated and live-fire conditions. Pre-training and post-training test results will be compared to determine the skill transfer quality of the Bradley. "Current training restraints have restricted firing exercises to once or twice per year," said Cox.

According to MAJ Boyd Duncan, ATSC, "Between these exercise periods gunners lose so much of their skill that a practice period is usually needed before the normal firing exercises are conducted."

Both Duncan and Cox agree the Army has a need for training aids that can retard skill loss between firing exercises. "The Army could conceivably save a large amount of money.

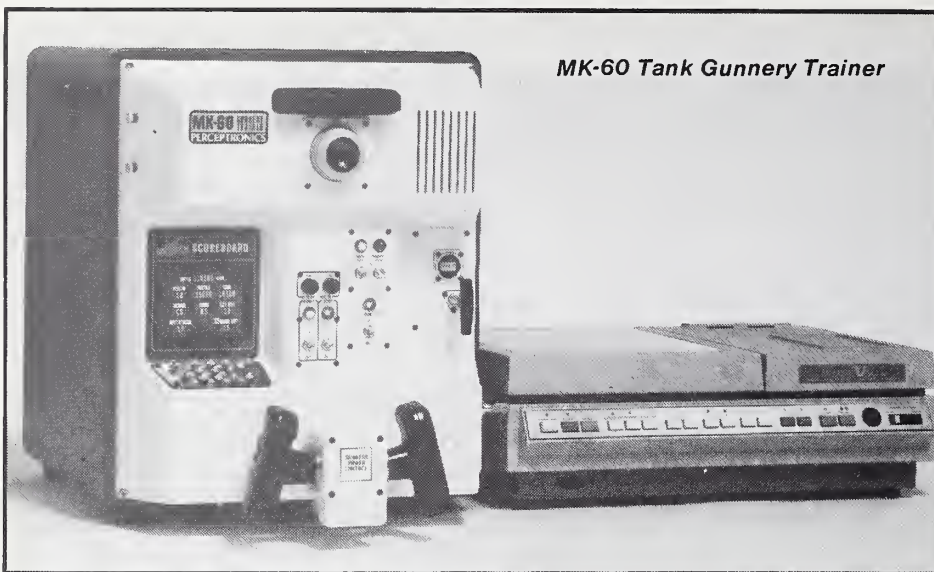
The Bradley Trainer doesn't use fuel or ammunition," said Duncan.

"Another plus for the trainer is that fewer instructors would be needed because the computer has the capacity to monitor and evaluate student performance," he added.

The skill retention test will be conducted along the same lines as the skill transfer test according to Cox. Group A will not be allowed any contact with the trainer or other arcade games. Groups B and C will be controlled by training schedules to give soldiers the maximum opportunity to use the games.

"Another part of this test will be a survey of participating soldiers to find out if they feel there is a need for the training this game can offer," Cox said.

The Army is procuring converted arcade games which are scheduled to be studied and tested later in 1982.



Similar to the Bradley Trainer, Perceptronics' MK-60 Tank Gunnery Trainer mixes the challenge of a video game with a less game-like appearance. With realistic battlefield sights, sounds and situations, the MK-60 offers the soldier a wide range of training opportunities. Designed by Perceptronics Inc., Woodland Hills, CA, the MK-60 combines advanced video disc and microcomputer technologies.

The video disc is capable of storing more than 54,000 frames of video information per disc. This information can be retrieved almost instantly by computer command. Because disc information is sensed by laser and not phonograph needle, the video disc is durable. The battlefield scenes are films of real targets operating over various terrain settings, and under a wide range of weather conditions and light levels.

As with other video trainers, the microcomputer acts as the brains of the MK-60. It retrieves target scenes of selected exercises and starts the accompanying sound effects. It also senses and processes the gunner's actions, generates visual effects and displays the results.

Though primarily designed as a tank trainer, the system can be adapted to simulate other weapons systems as well as aircraft and motor vehicle operations.

According to LTC Henry Morris, ATSC, a gunner can train alone, or an instructor can select exercises to fit the training and the soldier's needs

together.

"The controls and sights are the same as in a real tank. The gunner must follow exactly the same steps necessary to destroy a real enemy target," said Morris.

He noted the filmed scenes can be varied from a single stationary or moving target in the initial training phase to multiple evasive targets. As skills improve, the battlefield will appear to be cluttered land obscured by smoke. The computer can also generate internal and external sound effects to add extra realism.

"There is no limit to the situations a gunner could encounter using the MK-60 trainer. Whatever action can be recorded on film can be put on video disc and used for training," he said.

Under development is a multi-station system which will bring the entire crew into the training. More team training is possible by combining five MK-60s. This would allow simulating platoon operations.

Motivation could be increased by introducing competition into the training program in the form of games. One such game according to Morris, could have side-by-side trainers, used for gunners to compete, with the high score winning. Another game could be a situation with speed and accuracy determining the winner.

Duncan said the MK-60 allows units to conduct somewhat extensive and realistic training without actual range facilities, expensive ammunition, or fuel, yet maintain readiness.

An even more realistic training simulator is the TADS Selected Trainer. TADS (Target Acquisition Designation Sight) system is used in the Army's Apache helicopter. A computer microprocessor, video monitor, and data printer with helicopter controls are combined in the TADS Trainer to give the co-pilot/gunner a closely supervised training system.

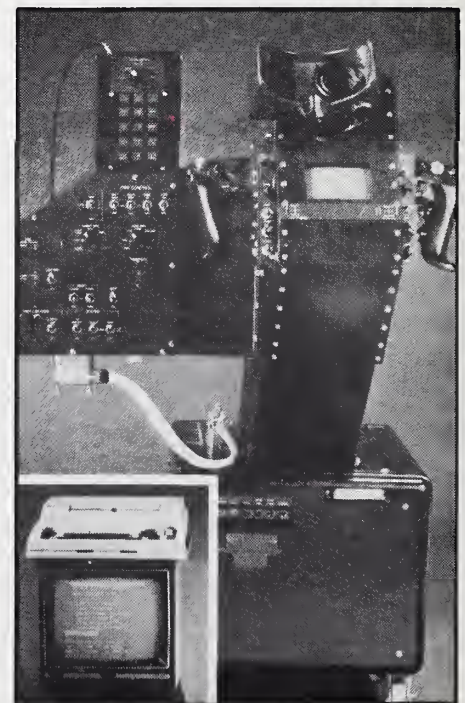
An automated instruction program first familiarizes the soldier with the controls for the TADS system. Once the soldier understands the system he can begin practicing tracking and target engagement skills.

The gunner can track the target manually or with the TADS automatic tracking setting.

Future plans call for the trainer's functions to be expanded to cover all facets of TADS operations, and to improve the target images to three dimensional. The computer will also produce system malfunctions to check the operator's maintenance skills.

The trainer's size permits its use at the unit level as part of the unit readiness program. Also the trainer will reduce the need for prolonged in-flight training and save the Army fuel and aircraft maintenance costs.

The TADS Selected Trainer saves the Army training money by reducing the number of in-flight training hours.



Computer technology has even come to the rifle range in the form of the **Weaponeer**. The **Weaponeer**, developed by Spartans Inc. of Rolling Meadows, IL, provides the Army with an indoor rifle range and a means for weapons instructors to spot and correct shooter errors quickly.

The **Weaponeer** consists of a modified M16 rifle mounted on a movable platform. The platform displays a silhouette target at adjustable simulated distances.

Light emitting diodes in the target send impulses to a target sensor mounted on the rifle. An accompanying console gives the instructor and the shooter a video display of all shot results. There is even a mode which requires a shooter to handle misfire situations.

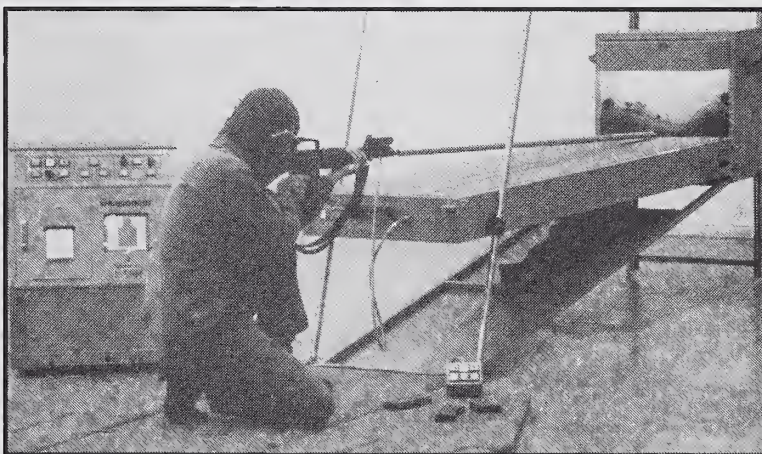
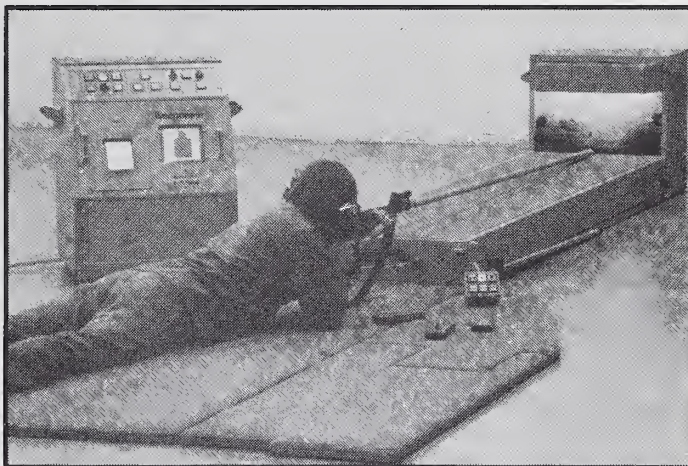
Shooters can fire single, rapid, or automatic bursts without expending any real ammunition. An instructor can give shooters individual attention to correct errors before they have a chance to become bad shooting habits. An adjustable rod, attached to the rifle, controls the amount of recoil reaching the shooter.

The **Weaponeer** is adjustable to all firing positions. Shooters wear headphones which simulate the sound of rifle fire. An advantage of this system is that **Weaponeer's** operation is not tied to range availability or weather condition. It also provides units without range facilities with a means to fire and maintain proficiency with the Army's basic weapon.

Even the long used .45 caliber pistol is feeling the touch of advancing technology. The TA-45 Laser Pistol System was initially designed as a training aid for the Military Police School by the TASC at Ft. McClellan. The purpose was to supplement .45 caliber pistol training and allow marksmanship instructors to correct shooter's faults without causing a safety hazard.

An unserviceable .45 caliber pistol houses a gallium arsenide laser with emitter circuitry, lens and a 45 volt battery. Photocell sensors are mounted on a silhouette target and cause a hit indicator bulb to light when struck by the laser beam.

A laser radiation test indicated the TA-45 did not present a hazard under any operational condition. Other tests conducted at Ft. McClellan during 1981 showed the laser training weapon to be as effective as live-firing in correcting shooter faults. Also, the laser system saved the Army \$15,000 and more than 90 thousand rounds of .45 caliber ammunition.



video mania

Increasing the readiness of the Army has meant the introduction of highly sophisticated and expensive weapons systems. However, the high technology is worthless if the weapons are not in the field with their operators. When weapons are down for repair or maintenance both the unit's training and readiness are effected.

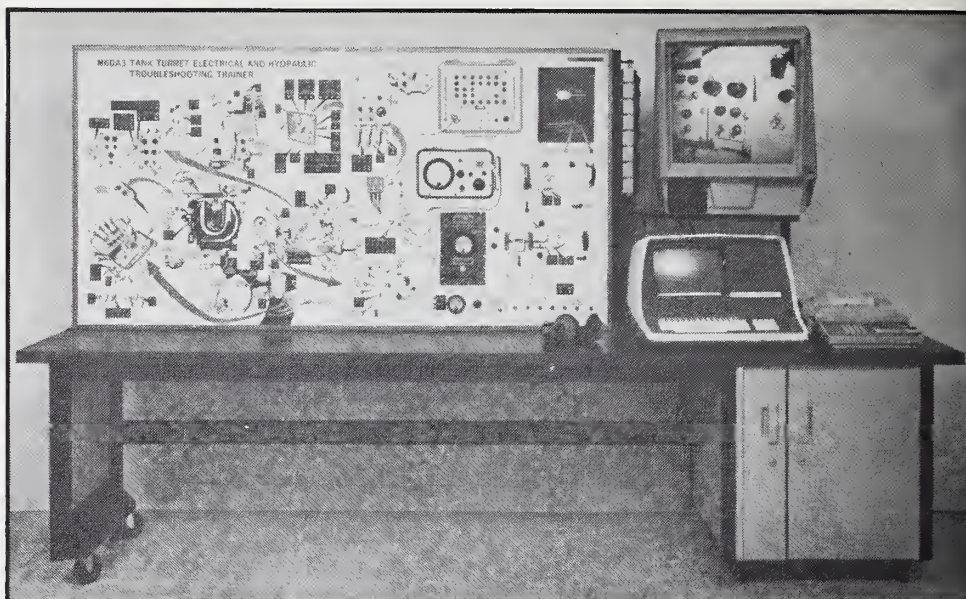
The complexity of the new system has also meant an increased cost in training personnel to provide quality maintenance. Past training methods of classroom instruction followed by hands-on training using actual equipment has several serious drawbacks.

- The high cost of new equipment makes it less practical to have additional equipment available solely for maintenance training.
- Training equipment must be maintained at the same level as it would be at a line unit. The equipment must also be modified as improvements are made, resulting in more down time.
- Students are sometimes exposed to hazardous conditions when using real training equipment. Not only does this detract from learning, but additional instructors must be available to monitor students.
- Army equipment is not designed to malfunction for troubleshooting training. Causing equipment to malfunction adds down time and instructors to make the equipment fail.

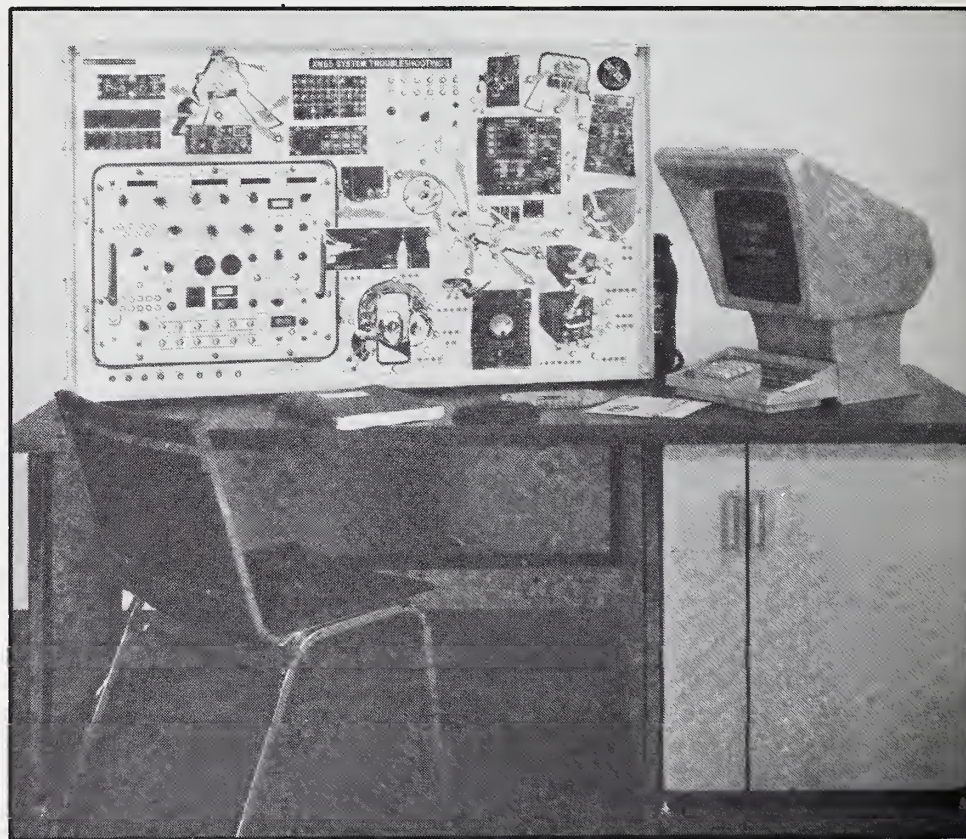
The Educational Computer Corporation of Orlando, FL, has developed a maintenance training system being used at several different Army schools.

Computer and video disc technology combined with hands-on training create a fully automated training system for the Army maintenance technicians.

All training systems feature a com-



The M60 Tank Turret troubleshooting trainer (above), and the TOW Missile troubleshooting simulator (below), are two of the Army's new cost reducing maintenance training systems.



puter microprocessor, simulator board, and instructor console, and video disc viewing screen. The video disc gives the instructor the opportunity to introduce equipment malfunctions and to teach students troubleshooting procedures in school instead of the field.

These training simulators are less costly than actual equipment and are

easily modified to keep pace with equipment changes. All simulator components are identical to those of the equipment they represent.

The computer produces a record of the student's progress, in print-out form, and the console allows one instructor to monitor several students at one time.

Other Army schools are continuing to study the use of linear computers with video disc capacity in training their students. One school is the Satellite Communications Ground Station Equipment Repair Course, MOS 26Y.

According to LT Samuel Paimisano of the Army Signal Center, Ft. Gordon, a ground station's equipment costs about \$14 million.

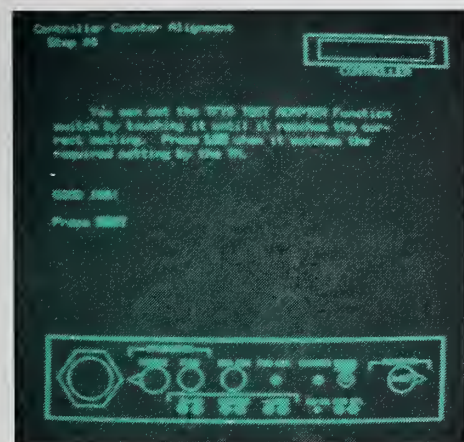
"One mistake by a student during training, using real equipment, could cost millions of dollars," he said.

Using a computer and video disc training system with a touch sensitive screen, students can go through complicated procedures step-by-step. "The pressure sensitive screens allow students to flip switches and turn dials that could put a real ground station out of operation for months, if done in the wrong sequence," Palmisano said.

Among other Army schools testing computer systems are those involved with training soldiers in basic electronics, typing, and basic skills such as reading, writing, and fundamental mathematics. Soldiers may soon find that all levels of skill training will involve some use of computer technology.

At the moment, computers and related technology are the best that science can devise. The best systems are usually not around long before they are improved or a more efficient system replaces them.

Computer assisted training devices immediately tell students if their answers are right or wrong.



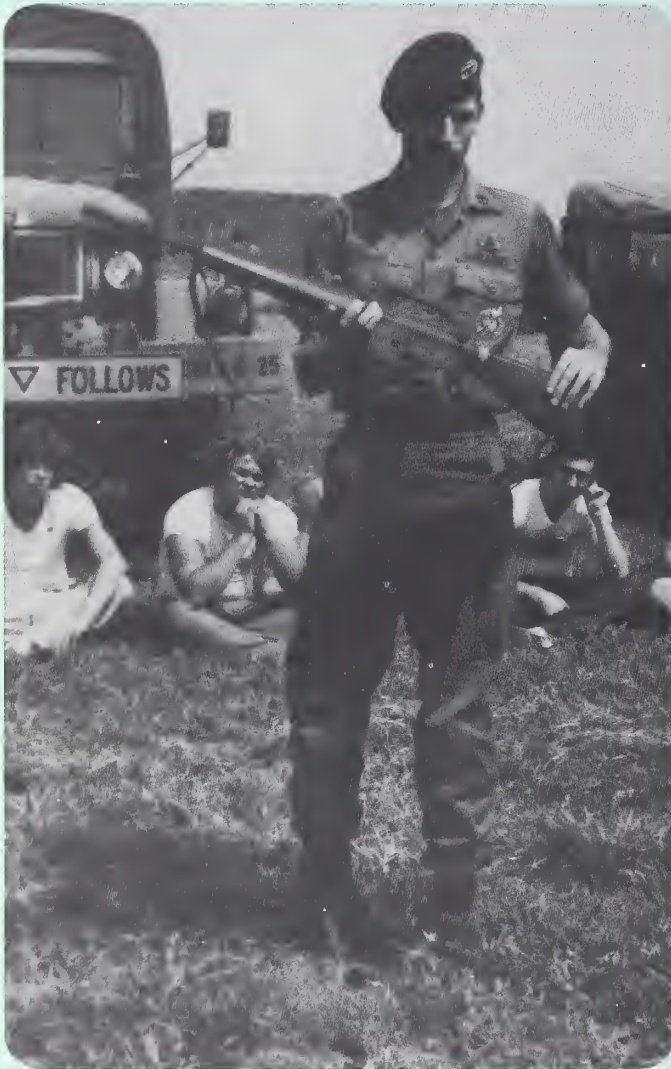
An ROTC cadet greets an electronic visitor at the recent AUSA convention in Washington, DC.

The Multiple Integrated Laser Engagement System (MILES) makes realistic battlefield training possible without using live ammunition. The system scores hits and near misses on soldiers, wearing the MILES harness. The simulated casualties hear a beep-beep sound or a continuous buzz if killed.





A BRIEF LOOK AT ARMY LIFE is what 47 DEPs and applicants got recently as 15 Omaha DRC recruiters brought the group to the 561st Support Group, 89th ARCOM's Camp Ashland, near Omaha.



As part of a recent DEP outing, SSG Richard Weber demonstrates an M-16 rifle.

The young people were told what to expect during the visit at an orientation briefing. Then the group moved closer to the rifle range and gathered around the vehicles used by the unit to get to the camp. The briefing continued and each recruiter talked about the respective MOS he held before becoming a recruiter. The recruiters answered questions about MOSs, which gave the people a chance to learn about the specialties from experts.

For lunch, the group was given C-rations and soft

drinks. Then there was another question-and-answer session before the group was taken to the firing range. Under the supervision of the 561st soldiers, the young people each fired two shots from an M-16 rifle. The group left with a better understanding of Army opportunities and a brief look at Army life. (Chris Phillips, Omaha DRC)

TAMPA AREA RECRUITERS RECENTLY DROPPED OUT of the rat race and into the raft race. The recruiters participated in the 4th Annual Hillsborough River Ramblin' Raft Race, which was first held in 1977 to make local citizens aware of the need to keep the river clean.

Furiously paddling their ranger raft, **Captain Benjamin Bauer**, Tampa area commander, and his stalwart crew of recruiters finished second in their class. Fortunately, the point of an event like the Ramblin' Raft Race is not to win but to participate. Not only did the recruiters show that they are concerned members of the community, they also managed to do a little advertising. By the time the race ended, most of the rafts and many of the rafters sported Army bumper stickers. For a small entry fee, a few hours of their time and a little sweat, the recruiters presented the Army in a positive image to thousands of Tampa residents in the 18-25 group. (Steve Otten, Jacksonville DRC)

RECRUITERS, RESERVISTS, RED CROSS AND THE PUBLIC joined together recently in Johnson City, TN's Kiwanis Park for an all-day open house featuring a fully-staffed MUST (mobile unit, self-contained, transportable) hospital, set up and operated by the 912th Combat Support Hospital Army Reserve Unit. The public was treated to a demonstration of how the hospital would operate in an emergency situation. The public also saw a helicopter flown from Ft. Campbell, for the occasion. The helicopter belonged to the 326th Medical Battalion, Air Ambulance Platoon. The Johnson City Red Cross Chapter also conducted a highly successful blood drive during the one-day event. (SFC Rick Hayeland, Nashville DRC)

WISCONSIN EDUCATORS MET RECENTLY for the 1st Annual Wisconsin Educator/Military Forum.

Lieutenant General Maxwell R. Thurman, deputy chief of staff for personnel, Washington, DC, addressed the 250 educators and asked for their assistance in maintaining the all volunteer Army.

During the three-day forum, military representatives and civilian educators conducted 17 seminars, ranging

from the Joint Optical Information network (JOIN) system to a question-and-answer session by Marine **Sergeant Kevin J. Hermening**, one of the former hostages of Iran.



Senator William Proxmire, Wisconsin democrat, talks with LTC Joseph S. Napier, (center), Milwaukee DRC commander, and DRC Education coordinator Robert Harvey, (left). The senator was in Madison recently to address an educator forum.

The educators were also told about the new computer program which gives Army enlistment information and is slated to augment the current REQUEST system.

Wisconsin **Senator William Proxmire** addressed the educators and stressed the importance of a strong national defense and the need for well qualified recruits. Following his remarks, Proxmire swore in applicants from the Army, Navy, Marine Corps and Air Force.

The Golden Knights Parachute team jumped from the new UH-60 (Blackhawk) helicopter. Wisconsin's **Lieutenant Governor Russell A. Olson** called for cooperation between Wisconsin school officials and the various recruiters, in closing remarks for the forum. (Robert Harvey, Milwaukee DRC)

WITH RUCKSACKS AND RIFLES, D Troop Cavalry soldiers of Ft. Riley rappelled from a Huey helicopter before thousands of spectators recently at the Oahe Days celebration in Pierre, SD.

The crowd of people lined the Missouri River banks to see a reconnaissance scenario, which featured an OH-58 scout helicopter. After the scout helicopter flew over the

area, the Huey swooped in and the soldiers rappelled at 50 feet and 100 feet.

After the soldiers touched ground, they fired their rifles into the tall grass, completing the demonstration. The helicopters returned to retrieve the four rappellers and while the capabilities of the men and the craft were explained, the scout helicopter and the Huey hovered above the sandbar.

While all eyes were on the helicopters, Pierre police and volunteers cleared an area in an adjoining park. A smoke cannister was popped and purple smoke drifted in the wind.

That was the signal the pilots were waiting for. They flew into the park and settled in before the crowd realized what had happened. As soon as the blades stopped turning, the helicopters, crew and rappelling team, and local recruiter, **Staff Sergeant Gil Farmer**, were surrounded by a swarm of people asking questions.

Was it good for recruiting?

"You bet," said Farmer, adding, "I gave away more RPIs and got more leads than I have gotten the rest of the time I've been here."

In addition to those all-important leads, the helicopters and rappellers generated a full page of publicity in the local newspapers and several spots on the radio. (Cheryl Jones, Omaha DRC)



The December issue of all VOLUNTEER carried an article on Private Sharon Reece above right, from East Orange, NJ. That article did not include her statistics both while in DEP and as a HRAP participant. Further investigation found those stats most impressive; 22 accessions while in the DEP and 12 while in HRAP. (staff)



THE JACKSONVILLE DRC STAFF WAS ON THE ROAD recently as they sponsored events at the Florida Vocational Association convention in Orlando and the Florida Athletic Coaches Association Convention in Gainesville.

The events included COI luncheons, sports clinics and exhibits. During the week-long participation, the DRC staff arranged the Continental Color Guard from Washington, DC to appear at one of the exhibits in Orlando. There were also demonstrations of the JOIN and REQUEST systems, performances by the Signal Corps Band's Phase III, jazz combo; and Fat Lightered, a Dixieland group.

The DRC's A&SP section used TAIR, the General



Exhibit coordinator Sue Scull talks with a Continental Color Guard member.

Officer Speaker Program, COI functions, Army bands, sports clinics, the Recruiting Support Center, the Continental Color Guard and even an airplane which towed a

welcome message to the convention members.

While this much support is the exception rather than the rule, it showed what was available and how it can best be used to "make it happen." (Steve Otten, Jacksonville DRC)

"YOU'RE NOT GOING TO PIN THAT ONE ON ME," said **Staff Sergeant Richard A. Bergstrom** as he walked into the Minneapolis DRC.

Bergstrom eyed the four foot high replica of a gold badge which was about to be "pinned" on him by DRC **Sergeant Major Henry White** and **Master Sergeant Laszlo Jegenyess**, assistant area commander.



Pinning a giant gold badge on SSG Richard A. Bergstrom, (center), are SGM Henry White and MSG Laszlo Jegenyess.

White and Jegenyess presented the giant badge in recognition of Bergstrom's giant accomplishment. Bergstrom had earned his gold badge after only nine months of full production and one month of half production.

The recruiter wasn't "stuck" with wearing the giant badge, however. He officially received the regulation-size gold badge at a later date. (Ed Knippenberg, Minneapolis DRC)

WHERE BUT A FAIR COULD TAIR SNARE as much publicity as it did when two St. Marys, PA recruiters arranged for a band to support the Elk County Fair recently?

When **Sergeants First Class Chuck Minton** and **James**

Werner were asked by the fair committee to provide a band to support the county fair, the request was relayed to the Pittsburgh DRC and the TAIR "wheels" started turning.

A band called the Overwhelming Majority from Ft. Stewart was formed with the help of NERRC TAIR and **Russell R. Weiskircher** of the FORSCOM PAO.

Werner, a volunteer sports director and announcer for radio station WKBI in St. Marys, generated advance publicity, emphasizing Army recruiting. At the same time, he and Minton contacted the Reserves and the Pennsylvania National Guard and asked for equipment.

Attendance was sparse the first day of the fair until the band started playing. Werner took a remote unit to the stage and broadcast a portion of the performance. Within a half hour, cars were lined up to get into the fairgrounds. The show tent was jammed to capacity and people were standing outside the tent listening to the band play.

During the fair, Werner also aired interviews with several band members and talked about the Army's participation in the event.

More than 30,000 people were exposed to the Army and the recruiting message during the fair thanks to Werner's broadcasting hobby and some valuable TAIR assets. (Don Motz, Pittsburgh DRC)

RECRUITERS RECENTLY REPLENISHED RESERVE blood supplies for a Gulf coast community.

Led by **Captain John D. Launey**, area commander, recruiters stationed in Corpus Christi, TX held a "bleed-in" to help the Community Blood Bank restore blood reserves which had dropped critically low because of the invasion of thousands of young surfers at the Padre Island beaches who have a propensity for injuries.

Using the Corpus Christi south recruiting station as a staging area for the event, **Staff Sergeant Raul Garza** rallied fellow recruiters to help in the local blood shortage crisis.

Garza was interviewed by the local ABC television affiliate and asked why his effort, which produced a large number of donors, was successful when local business establishments were not. Garza said the Army recruiters were members of the Corpus Christi community and were always ready to do their duty. He also explained advantages the Army offered enlistees.

His interview was aired on both the early and late evening newscast and he has been lauded by Corpus Christi community members for his efforts to help the community. (Jim Devitt, San Antonio DRC)

EVER HEAR THE STORY about the salesman who was so good that he sold heaters to desert nomads?

Though **Staff Sergeant Mike Gallahan** has probably never sold heaters to desert nomads, he recently enlisted his wife, **Rene**.

"I'm always hearing Mike talk about the Army and all it has to offer and one night we started joking around about my joining," Rene said.

"I told him that if the Army's good enough for everyone else to join, why shouldn't I join?"

Over several months, the Hixon, TN recruiter and his wife talked about the advantages and disadvantages of joining the Army. In the end, according to Rene, the advantages outweighed the bad points.

"We both knew that I couldn't go to college without some kind of financial assistance and it didn't look too promising," she said, adding, "With the Army's education benefits, I'll be able to get the schooling I want."

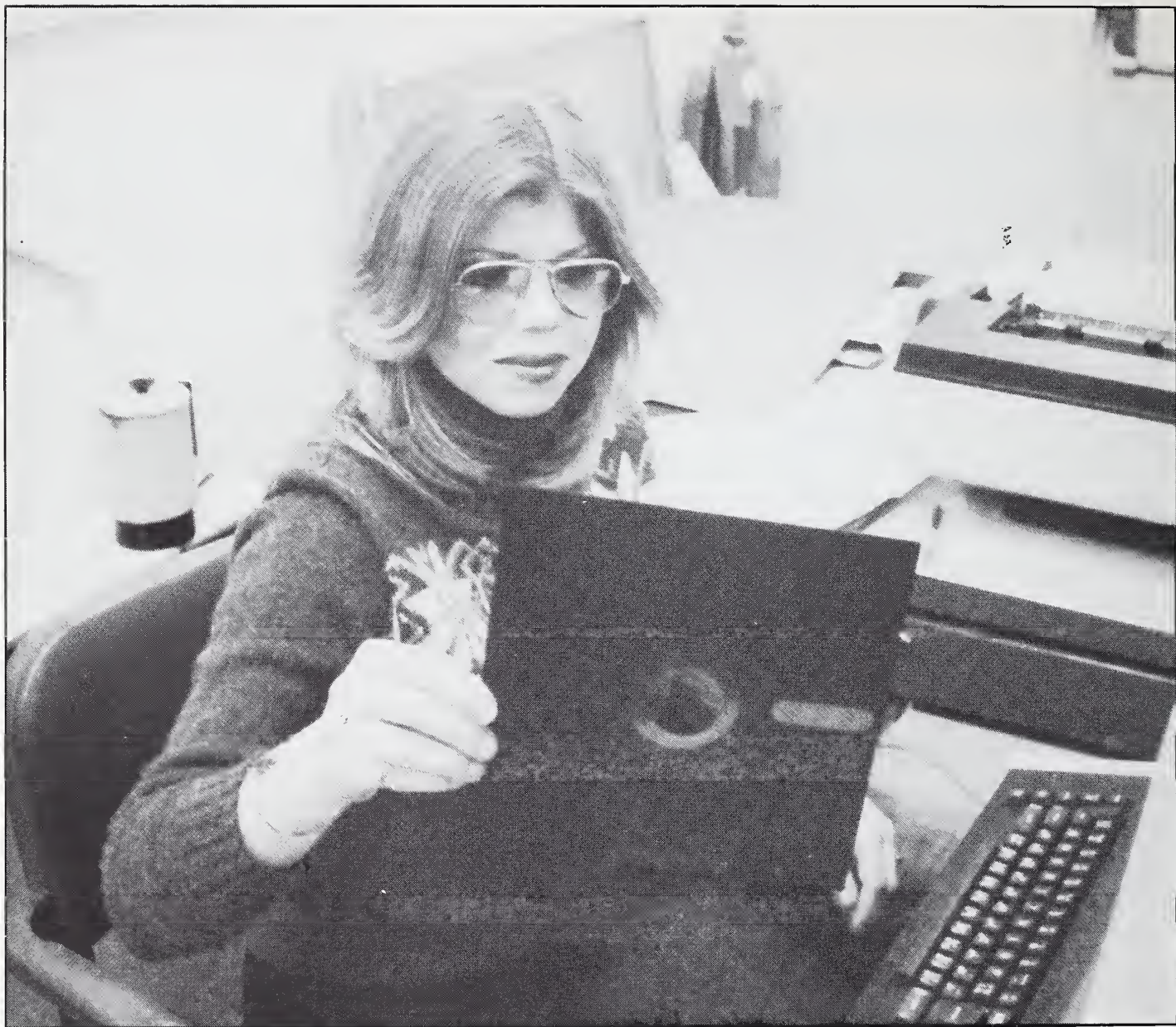
"As for the pay, I'll be making more as a private than I made as a cashier," she said. The opportunity to be trained as a dental technician was the biggest consideration.



After deciding to enlist in the Army, Rene Gallahan (right) looks over a catalog of Army medical facilities with her husband, SSG Mike Gallahan, recruiter. Also looking on is Kathy L. Smith, one of Rene's referrals.

"I knew I wanted to go into the medical field and the Army is offering me the chance to do it."

Mike is not the only one to do a convincing job of selling Army benefits. While still in the DEP, Rene referred two people, who both joined the Army. (SFC Rick Hayeland, Nashville DRC)



Word Processing Revolution

*Story by SFC Rick Hayeland
Nashville DRC
photos by Ken Holder*

The pen may be mightier than the sword, but it appears, even to the untrained eye that word processors, computerized, visual display electronic typewriters, dwarf them both.

At least that's the opinion of the personnel of the Nashville DRC who have been working with a sophisticated word processor for the past few

months.

About the only similarity between a word processor and a standard typewriter is that both have keyboards. There the similarity ends.

Looks and portability aside, the biggest difference between a word processor and a typewriter is the amount of work which can be completed.

"Our typists can type faster on the word processor," says CPT Darrel B. Story, DRC assistant operations officer.

"A typist never has to worry about spacing or retyping entire documents because of a change or simple mistake," he continued.

The key to the system is its magnetic disc memory which stores whole pages of typed material to be recalled anytime an update, correction or change must be made.

Material is displayed on a TV screen so the typist can read what has been typed. Deletions of words, lines or paragraphs are made in seconds. Even

changes or insertions of whole blocks of information can be accomplished in a few moments by pressing a few keys.

When the material on the screen is exactly the way it should be, the word processor, on command, will print the document at a high rate of speed. The material on the disc can then be erased or placed in storage for future use.

There are problems with the system.

"One problem is that once people learn to use it," said Story "they want to do all their typing on it. That creates jams on the machine. People have to schedule their work or there will be lines."

Nashville DRC is solving the problem by reviewing documents used by

each section with an eye to identifying those which should be done on the machine.

"The machine isn't supposed to be used for typing everything," said Story "it's best at handling those forms and reports which are used frequently but require changes and updates each time they are used."

One example of this is the use the A&SP section has found for the machine. They use it for typing advertising insertion orders. Story sat down with Dave Reeves, the section chief, and Francis Underhill, the payments clerk, and devised a way to let the processor do most of the work.

Story said it took several hours to get the program exactly right on the

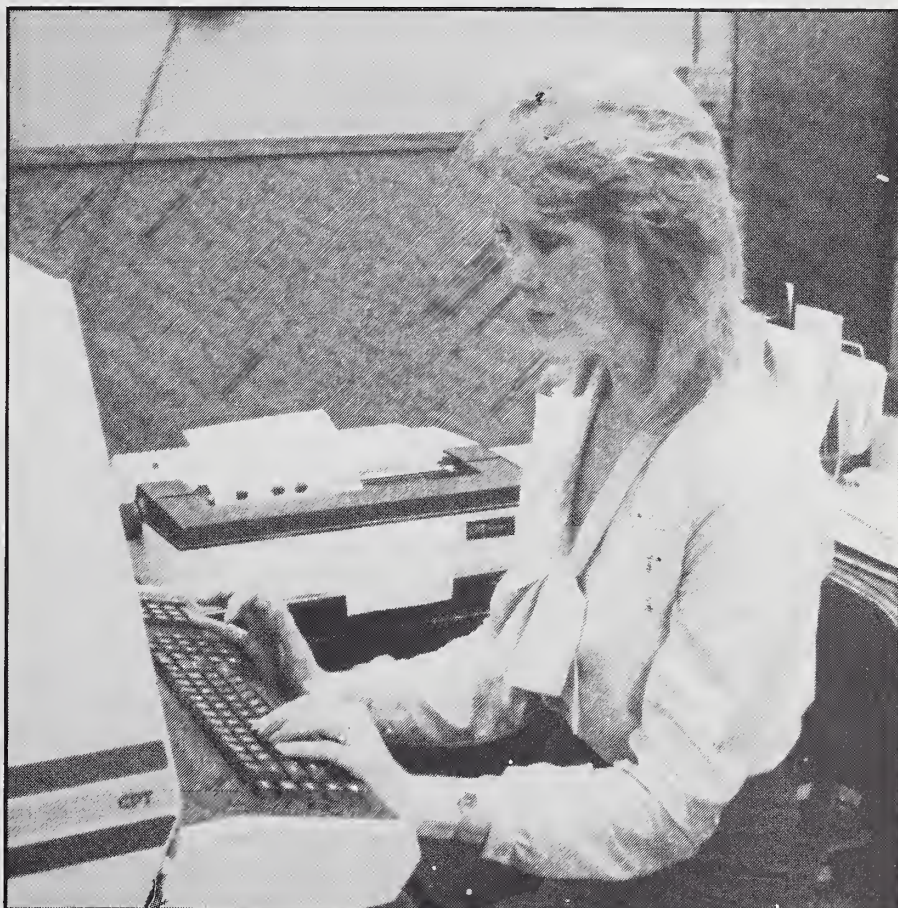
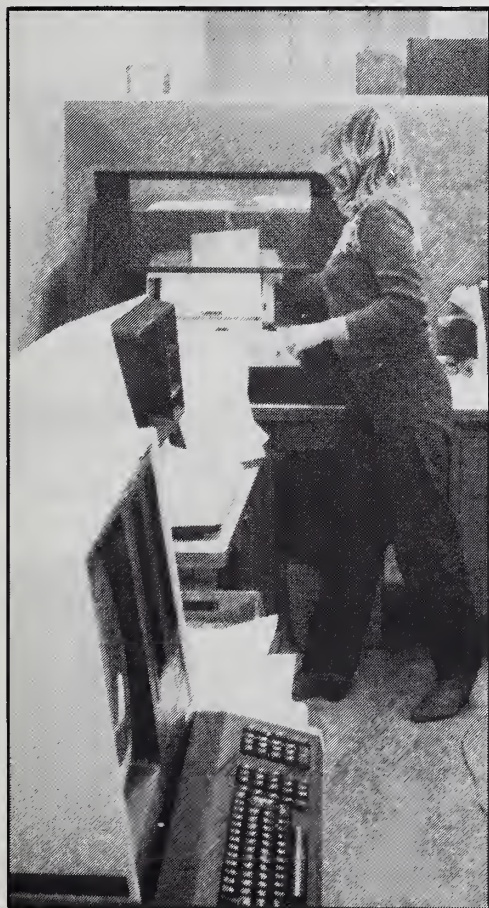
word processor. The advantage however, was apparent the first time it was used.

The first of the ad insertion orders was made and the results were impressive.

"We ran 110 insertion orders through the processor in 45 minutes," said Story, "normally it would take close to eight hours to do that number. The processor paid for itself the first time."

The information is stored in a ready to use format. The next time an advertising buy is made, changes such as rates, or addresses can be made easily and the program run again. Story went on to say that gains in time and efficiency are commonplace with the machine. **T**

Rita Dubre, (left) and Sue Haidle, (right) demonstrate word processing equipment at USAREC headquarters.





Recruiter Aid

Approval needed for CHAMPUS claims

Editor's note: This is the seventh article in a series covering the Uniformed Services Health Benefits Program. This article discusses the procedures and authorizations for obtaining medical care from civilian sources by soldiers. Check with your health benefits advisor at the DRC for the latest information on specific medical care entitlement questions.

Army regulations 40-3 specifies the approval authority for civilian medical expense and the information required on statements and bills from civilian hospitals, doctors and dentists. A standard form 1034 voucher is used to reimburse active duty members who have paid for authorized care from civilian sources.

Soldiers can receive routine medical and dental care from civilian sources only when it cannot be provided by a federal medical treatment facility. Federal medical facilities include Army, Air Force, Navy, Public Health Services and Veterans Administration hospitals, within a 40 mile radius.

When such facilities are not available, prior approval is required from the Medical Department Activity (MEDDAC) commander responsible for that geographic area.

DRC commanders or their authorized representatives are responsible for informing people in their command of their responsibility to use federal medical treatment facilities when available. Soldiers are also responsible for advising civilian sources where to send their bills for payment. A service member admitted to a civilian hospital in an emergency must immediately contact the DRC and/or the Army hospital responsible for the area in which he is hospitalized.

An emergency is when medical treatment is needed to prevent suffering, loss of life or limb, or when the urgency of the situation does not permit obtaining prior authorization.

Routine medical and dental care may generally be provided at sick call or a clinic visit. Normally, when this care is required it must be obtained from federal treatment facilities. However, when these facilities are unavailable, care may be given by civilian sources at government expense.

If the DRC commander can determine that the cost for routine medical treatment will not exceed \$250 and the services of a specialist are not required, he may authorize the treatment. People who proceed without DRC or MEDDAC permission incur a personal financial obligation which cannot be approved for government payment after the treatment.

Routine or extensive dental care can be approved by the DRC commander but may not exceed \$250 once during each fiscal year. Dental requests more than \$250 will be forwarded through channels to the MEDDAC responsible for that geographic area. Routine or extensive dental care includes dental examinations, counseling, disease prevention, teeth cleaning, calculus removal, corrective care, and treatment to prevent a worsening condition. Emergency dental care, such as treatment for painful or acute conditions, may be received without prior written approval.

When stationed in areas where there are no federal treatment facilities, maternity care may be provided from civilian sources if authorized by the approving MEDDAC. This includes routine pre- and post-natal care and treatment for any complications arising. In remote areas, eye examinations may be given by a civilian ophthalmologist or optometrist, who should enter the prescription on a DD Form 771, (eyewear prescription). The prescription is then sent to the nearest Army medical facility for purchase of the glasses.

Only glasses which have been lost, damaged or destroyed may be purchased through civilian sources under the CHAMPUS provisions. The MEDDAC commander must also approve repair or replacement of the glasses by a civilian source.

Routine medical examinations must be taken at military medical centers, and if not possible, the examination may be delayed until official business takes the soldier to a station with medical facilities.

MEDDAC must authorize any additional care. Direct referrals to a civilian medical source are normally used when the Army facility cannot give the needed care required. Usually the only involvement the soldier has in the payment process is to give the payment voucher to the civilian source.

The government will not pay for some services, such as chiropractic, Christian Science, acupuncture, or services which are not considered necessary for good health. The expenses for these services must be paid by the soldier.

An SF 1034 will be used to pay civilian agencies for authorized medical and dental care and to reimburse service members who have paid for authorized care. Payment for drugs from civilian sources is limited to those prescribed by a physician or dentist.

The exact nature of the medical treatment must appear on statements and bills from civilian medical sources to support payment or reimbursement. (USAREC QOL)



Re-Update

Reserve retention plan revised

Several initiatives have been taken to assist the Reserve components in meeting their personnel requirements. Those initiatives are:

- a. Soldiers will be given reserve information 60 days before ETS by in-service recruiters (ISRs) or installation reenlistment NCOs when ISRs are not available.
- b. The number of ISRs will be increased to 64 in CONUS, 24 in Europe and four in Korea.
- c. The Army's Mobile Retention Training Team has increased reserve information in its program of instruction.
- d. The Reenlistment NCO course at Ft. Benjamin

Harrison has been expanded from three and one-half to five weeks, with the additional time used to instruct on the reserve structure, mission, pay and benefits.

The Army is also working with individual states to remove or modify statutory restraints that prohibit the Army from acting as the state's agent in a contractual agreement with a soldier who is planning to serve in that state's Army National Guard.

The goal of these initiatives is to encourage at least three in ten eligible separating soldiers to volunteer for a reserve commitment. (ARNEWS)

Bonus program improved

The bonus program for the Inactive National Guard (ING) and Individual Ready Reserve is being improved, according to a recent announcement made by Lawrence J. Korb, assistant secretary of defense (manpower, reserve affairs and logistics).

Improvements in the revised ING and IRR bonus program are:

- There will be an immediate payment of \$600 upon reenlistment or extension. Previously, the initial payment was \$300 with \$100 anniversary payments at the end of each year of satisfactory service. Accelerated payments to a total of \$600 will be made to the current participants in the program.
- The bonus is now being offered to members desiring

to reenlist in another service provided they possess a skill acceptable to the gaining service.

- The use of extensions has been expanded where possible to reduce administrative workload and eliminate the need for an enlistment oath to be readministered

Bonus payments of \$600 are authorized by Congress to eligible active, reserve and prior service enlisted people who have completed their military service obligation and who agree to serve for an additional three years in the ING or IRR.

Individuals must have less than ten years total service (waivers considered) and possess a skill designated by the service to secretaries for payment of this bonus. (OASD-PA)



Rings and Things

Recent recipients of Recruiter Rings and Gold Badges are listed below. Inquiries concerning these listings may be

addressed to the USAREC Awards Branch or phone AV 459-3871, commercial (312) 926-3871.

Gold Badges

Cincinnati

SGT Larry C. Byrd
SFC Gary W. Daniels
SSG Rita K. Marshall
SSG Robert E. Millard

Milwaukee

SFC Frank T. Byrns

SGT Robert H. Ludlow
SSG Peter Roura
SFC Martin F. Traynor

Cleveland

SSG James E. Jinks

St. Louis

SSG Donald R. Schroeder

Harrisburg

SGT Atwood D. Cool
SSG Ronald L. Fox

Recruiter Rings

Balt/Wash

SFC Lawrence E. Marsh
SFC Lawrence L. Snead

An alternative for 9 to 5

by MAJ Douglas A. Martz
Professional Development Officer
photos by LT Mary Ellen Gross
OCS Ft. Benning

Officer Candidate School is a tough program to get into, a tougher program to stay in, and a tougher program to graduate from. It is the third major commissioning source for Army officers today.

Recruiters have some difficulty recruiting people for Officer Candidate School (OCS). People in OCS come from the quality market (I-IIIA) and usually require more time and processing than most other people in the processing cycle. However, there can be an enormous sense of satisfaction in recruiting the people who will be the Army leaders of tomorrow.

Recruiters already know the entrance requirements for OCS, and how to assemble the enlistment packets and supporting documentation necessary. What a lot of recruiters do not realize is that there is more to OCS than simply enlisting a non-prior service applicant for the program. There's Basic Training involved, and recruiters understand what BT is all about. OCS is a horse of a different color, a different breed of cat, and an alternative to a 9 to 5 job. As one OCS company commander said, "Everyone who attends OCS is selected on potential. From the beginning of the course, potential drops out and students are graded on pure professional performance."

What does "pure professional performance" mean? The following article

by an OCS graduate says some of what it means—grading by peers in a performance-leadership environment, watched by the Tactical Officer (TAC whose duty is to Teach, Advise, and Counsel), and graded on leadership proficiency, training proficiency, military appearance and bearing, and a host of other factors.

"Pure professional performance" also means compressing a 35-hour day into 24 hours—intensive time management. As the company commander said, "It's 14 weeks of intensity, from 0515 to 2200 seven days per week."

A portion of OCS is the mental toughness required to create tomorrow's Army leaders. The course is intense, one of the finest leadership programs in the Army. It incorporates modern leadership techniques, demands excellence and demonstrated performance as rock-bottom standards for graduation. The company commander said, "It's meant to be grueling because it produces some of the finest young leaders in the Army today."

"Grueling?" Absolutely. Both male and female candidates are required to be able to meet the Physical Fitness Test in the Army (including 16 male-type pushups regardless of sex). Officer candidates are largely foot-powered, and the average candidate can expect to double-time between 2 and 5 miles per day during the running weeks. Grueling also extends to appearance. The officer candidate is one of the sharpest looking soldiers in the Army today. They are required to have cleaned, pressed fatigues, highly shined boots, and shined helmet liners daily. For the average officer candidate, that means approximately 10 sets of fatigues and a minimum of two

Candidates are graded solely on performance while in OCS. They must demonstrate initiative, leadership and teamwork. Several candidates attempt to maneuver a mock casualty over a water obstacle.





A combat experienced Ranger NCO explains to officer candidates what they are doing right and what they're doing wrong while conducting a patrol through enemy territory during Ranger week.


pair of boots, as well as a pair of running shoes. However, OCS also grades on student performance-oriented initiative. Among other things, that means the average officer candidate should report to OCS with about \$200 to \$300 extra money for those elements which make candidates stand out in a crowd.

Student initiative — The company commander cannot stress it enough. "Evaluation of leadership in OCS is objective. We point out to the candidates what they're doing wrong. It is up to the candidate to exercise enough initiative to apply the necessary corrective action on his own." One might wonder why all this emphasis is placed on leadership and demonstrated initiative. OCS is training the leaders of tomorrow's Army, the young officers who may be required to lead soldiers in combat, or provide combat support to the soldiers in the trenches. That requires initiative—a lot of initiative.

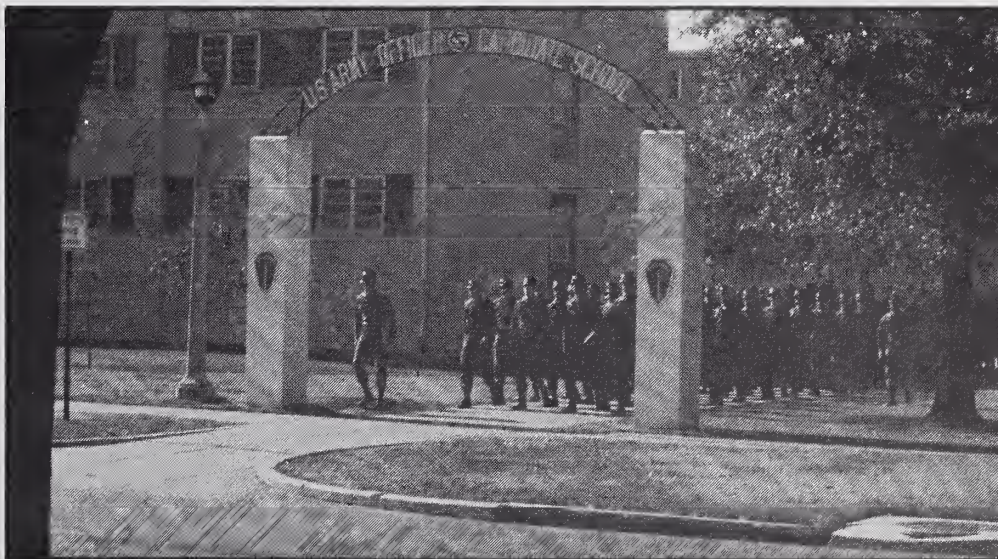
Recruiters at this point might wonder if the effort of putting someone into the OCS program is worth the hassle, to the recruiter and to the applicant. A graduate of another com-

missioning source provided part of the answer. He said, "The OCS graduate is head and shoulders above any other Army officer for the first two years of commissioned service. They learn in an environment where they are forced to produce to tough standards all day, every day."

There is another reward. The OCS

graduate is someone the recruiter would be proud to follow in combat or peacetime because the officer knows how to perform, how to make decisions, and how to carry them out in a timely manner, wasting neither time nor people. That is the hallmark of a good officer, and that is the tradition of the OCS graduate. 

Many officer candidates pass beneath the arch of 5th Bn. Training School Brigade at Ft. Benning. Not as many will pass through as lieutenants.





Not a 9-to-5 job

*by LT Joseph Dreiling
(OCS 3-81)*

As my last few months of college drew to a close, I found myself faced with the classic college graduate dilemma. Where do I go from here? I had sent out a few resumes and been interviewed for several jobs as a junior executive, but none of the jobs had the responsibility and challenge I felt I needed for my personal and professional development. The bottom line was that I knew I was capable of more than these jobs would ever require.

While attending one of the end of college functions prior to graduation I happened to overhear a conversation about a school that trained leaders. The idea intrigued me, and, as I joined the group I noticed that the man speaking was the local Army recruiter. He was talking about OCS, the school taking enlisted men and women meeting its entrance qualifications and training them to become professional Army Officers. I had heard horror stories in college about people who enlisted in the Army as a way to OCS and never quite made it. I guess the recruiter could read my thoughts because he smiled and explained the Army's new "College-Op" Program. This program was developed for College graduates who wanted

a challenge, the "something more" out of life not often found in a 9 to 5 job. It involved signing a contract with the Army, but this contract had a clause in it to send the college student to OCS upon successful completion of basic and AIT training.

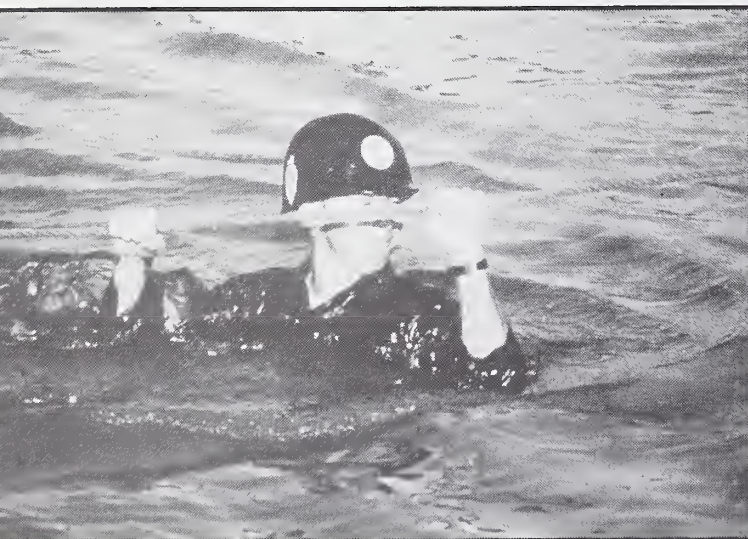
The recruiter had my full attention, and he knew it. He sort of smiled at me and continued, "Understand, he said, OCS is the only school that teaches basic officer leadership in the United States Army, and one of the most difficult and demanding in the Army system. It will," he said, "Force you to find your limits, and go one step beyond. OCS graduates are those soldiers who believe in duty, honor, country and have the intelligence and physical ability to survive the rigors of OCS."

After some more discussion and the screening boards, I processed and signed the Army contract. Basic training was next, six weeks of getting to know the Army at its most basic level, marching, how to wear a uniform, physical conditioning. I learned as much as I could because I knew that I'd need every bit of the knowledge available when I reached OCS after AIT.

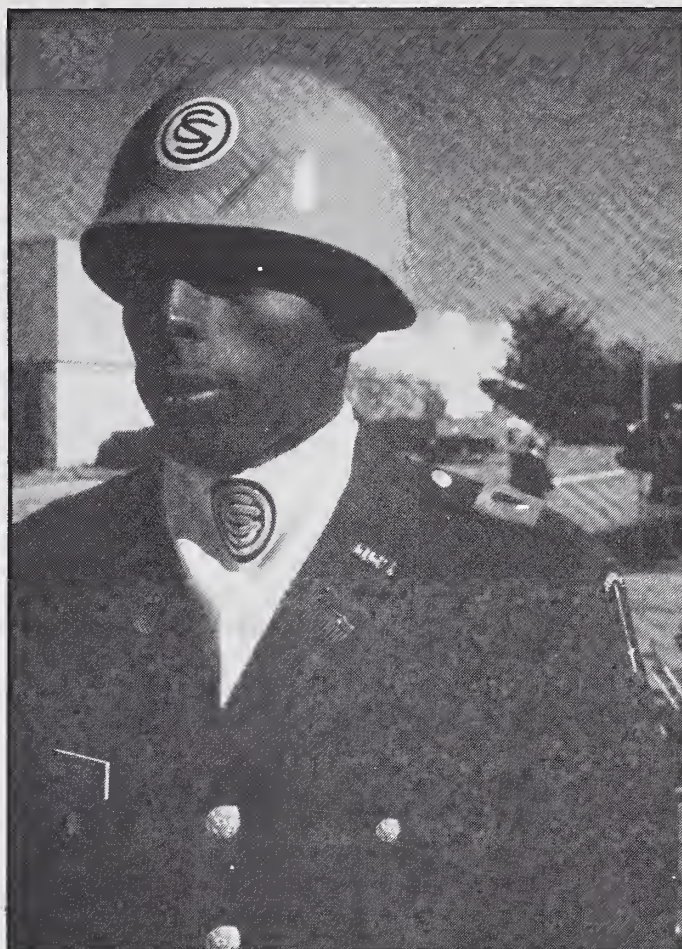
The day I arrived at OCS was one of the most exhilarating and humbling I have ever known. The thought that remains outstanding in my mind is the memory of the first TAC briefing. My TAC Officer made the standards quite clear when she said, "We acknowledge that you were selected for this school based on your potential. However, from this day forward, you will be evaluated on demonstrated performance only." After that all I could do was thank my lucky stars that I had listened to my basic training company commander, (an OCS graduate), who had told me what I would need in the way of uniforms, clothing and endurance. It restored my shaken confidence to know that I had 10 complete sets of fatigues with the appropriate patch, "broken in" boots from training sitting in my locker ready to go, and the ability to pass the PT TEST. Another relief was the \$800 in my checking account. I didn't want money worries to affect my performance. They didn't because my recruiter and basic training company commander had prepared me for what to expect and what to bring.

As the weeks passed I noticed a few really outstanding points; the first was that these people were not joking. OCS is very serious and if you didn't meet the require-

Crossing a stream hand over hand in cold deep water is but one of the many obstacles encountered by candidates in their quest to become Army officers.

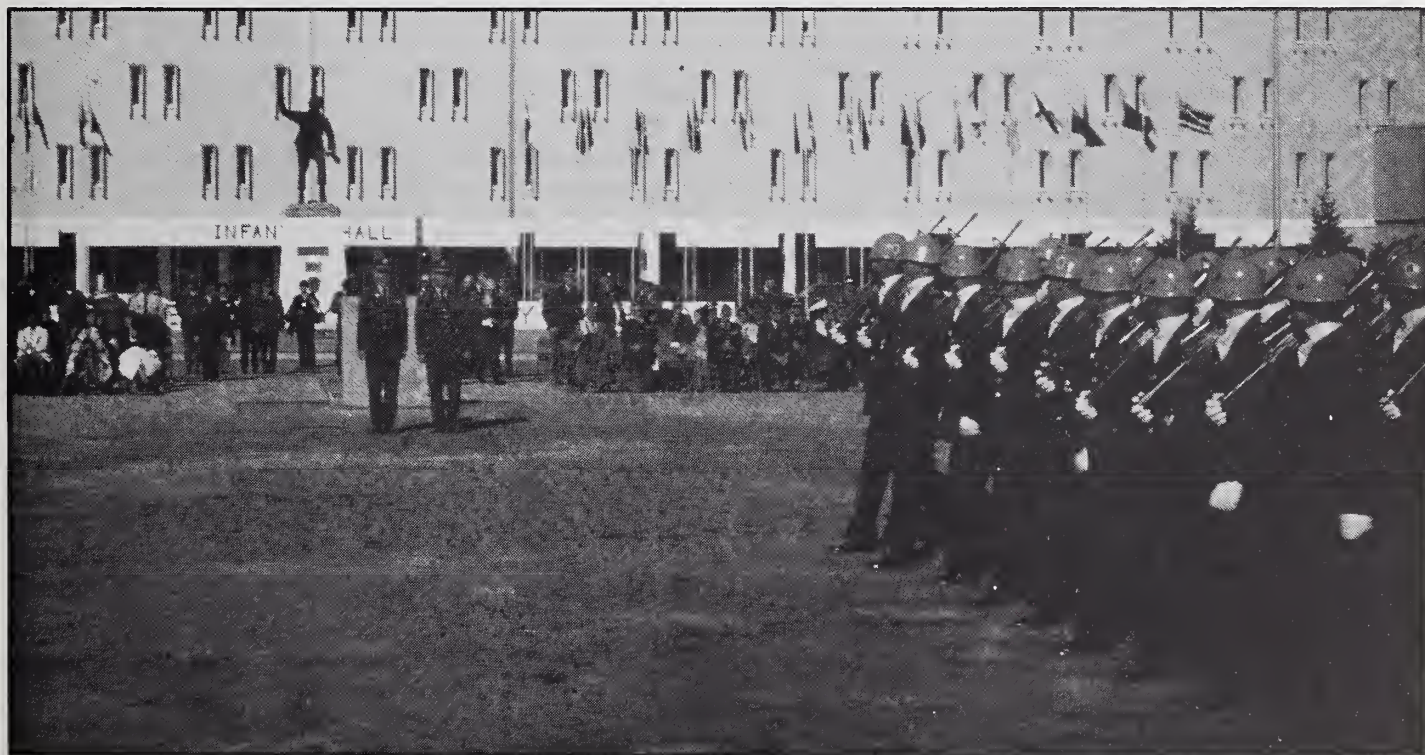


ments you would not graduate. The second was the physical training program. We had Army Conditioning Drill exercises every day of the week and we ran gradually increasing distances on Monday, Wednesday and Friday. I became very physically fit, more fit than I'd ever been before. The third was the intense leadership training that was being reinforced all day every day — twenty-four hours a day. Each candidate was responsible for the people they worked with and this responsibility was the basis for the pyramid of leadership training. The fourth point was the incredibly high standards the commander and his TAC Officers set and enforced. In my 13th week of the 14 week course, I underwent a significant emotional experience when my TAC called me into her office and asked me to take a seat. By asking me to take a seat she was telling me I had made it. I had passed the only school in the Army that developed leadership potential as its main requirement, and I was about to join the ranks of competent professionals as an Army officer. The days and weeks had been long and tough, but we, my fellow candidates and I, had met the challenges of becoming Army leaders. Reflecting on my experiences, I can only say the Army recruiter was honest about OCS. It's the best thing I've ever done — and now I know where I'm going from here. I'm going to apply the skills and leadership OCS taught me as an Army officer. That makes me feel proud.



A shined blue helmet liner, white scarf, and all insignia polished and precisely placed symbolizes the officer candidate.

Under the watchful eyes of the commander and Iron Mike, candidates pass in review as they enter the senior phase of OCS. After today students will be accorded more freedom and greater responsibilities as they approach graduation.





Update

Uniform shrinkage

Shortly after the issue of the new camouflage uniform began in October, reports of shrinkage began to surface. These complaints have continued and attempts to identify the cause so corrective action can be initiated are currently underway.

This effort will take several weeks, and will not affect those garments already in hands of the soldier which are subject to becoming unserviceable due to excessive shrinkage. In this regard a shrinkage factor of up to 2 percent is normal and was anticipated.

However, varying degrees above that have been experienced during the first laundering. To minimize this problem, following action should be taken:

a. During the washing, drying and finishing cycles, use lowest possible temperature settings so that at no time will the garment be exposed to temperatures greater than 130 degrees. Since only a small percentage of these garments will be processed in Army laundries, this

information must be made available to commercial laundries, housewives, AAFES concessionaires and individuals who wash their own in washers and dryers installed in barracks.

b. In fitting these garments, the item selected should be fitted loosely to allow for some shrinkage without rendering the garment unusable. Current tariffs (sizes) are designed to afford a loose fit.

In instances when a garment has been rendered unusable because of excessive shrinkage, it will be replaced on an item for item basis without charge to the individual. This exchange will be accomplished in accordance with procedures outlined in Para 5-14C of interim change 101, AR 700-84.

Garments accepted for exchange will be reported to OPSC utilizing a quality deficiency report (SF 368). In this regard, MPA funds will not be used to fund this exchange. (ARNEWS)

SGLI ups coverage

New maximum insurance coverage for all active duty soldiers, reservists and veterans under the Government's Group Life Insurance Programs took effect 1 December 1981.

According to Army officials, the Servicemen's Group Life Insurance (SGLI) and the Veterans Group Life Insurance (VGLI) will increase from \$20,000 to \$35,000 for all soldiers covered under the programs.

Active duty members automatically will be enrolled for the maximum coverage under SGLI. This includes those members who had previously elected reduced coverage or no coverage in the program.

The blanket enrollment is taking place, officials say, to assure that everyone that wants the coverage will have it. Soldiers still may elect to waive or reduce their participation in SGLI, but those wishing to do so must submit new

waiver or change forms to their local Finance and Accounting offices. If the waiver or reduction is desired effective in March, for example, the necessary forms (DD-93 and VA 29-8286) must be completed before February 28.

SGLI may be secured in increments of \$5,000 for 75 cents. Under the new coverage, members will pay \$5.25 monthly for full \$35,000 maximum coverage.

The VGLI is a five-year insurance plan available only to SGLI holders who leave the military. The new higher rates will affect those soldiers separating from the Army on or after December 1. Those who leave the service earlier will be eligible for a maximum of \$20,000 coverage.

Monthly premiums for VGLI renewal program remain unchanged at \$5.95 for the maximum \$35,000 coverage for veterans under 35 years of age and \$11.90 monthly for those 35 and older. (ARNEWS)



Diagnostic Test

1. True - (Soldiers Manual, Task 121-022-2402).
2. b. Develop a list of prospects - (Soldiers Manual, Task 121-022-2403)
3. b. Prepare your sales message - (Soldiers Manual, Task 121-022-2403).
4. d. All of the above - (Soldiers Manual, Task 121-022-2403).
5. c. Use small talk and friendly gestures to put him/her at ease - (Chapter 5, paragraph 19a(1)(c), ST 12-163).
6. c. Two choice or double question close - (Chapter 5, paragraph 26b, ST 12-163).
7. c. Both of the above - (Table 4-1, Rule A, Notes 4 and 4b).
8. d. All of the above - (Appendix F, paragraph 1, USAREC Regulation 350-7).
9. c. To avoid MEPS processing of physically disqualified applicants - (Paragraph 1b, USAREC/MEPCOM Regulation 601-43).
10. a. Processing List - (Chapter III, Section III, Appendix A, paragraph 1, USAREC Regulation 350-7).
11. c. At the time the individual agrees to an appointment - (Chapter 2, Section II, paragraph 2-6c, USAREC Regulation 350-7).

Answers to January 1982 test

12. b. Integrating all available resources to gain high visibility for the Army and generating interest on the part of the students, faculty and administrators, and parents within the school. - (Section II, paragraph 2-31(6), USAREC Regulation 350-7).
13. c. Insuring the recruiter cares for the applicant through his/her total processing and initial enlistment (Make It Happen #44, dated 14 Jul 81).
14. b. Monthly (Chapter 2, Section V, paragraph 2-32c(1), USAREC Regulation 350-7).
15. c. Bi-weekly, weekly during the last month of DEP/DTP status, and 3 days prior to departing for Active Duty - (Section II, paragraph 2-7a (1), USAREC Regulation 350-7).
16. d. Upon selection of the VEAP and execution of the VEAP allotment. (Frame 2a, VEAP Programmed Text, dated 28 Aug 81).
17. d. 533 - (Chapter III, Section III, Appendix A, USAREC Regulation 350-7).
18. c. Reasons for termination - (Chapter II, paragraph 2-7a (7), USAREC Regulation 350-7).
19. c. Prospects who have no current follow-up value - (Chapter 2, Section II, paragraph 2-7a (5), USAREC Regulation 350-7).
20. c. the station commander by section for each recruiter - (Chapter 2, Section II, paragraph 2-7a (5) Note, USAREC Regulation 350-7).

Diagnostic Test



February 1982

1. What are the NPS age requirements for entry into the USAR?
 - a. Must not be less than 18 years old and not have reached their 35th birthday at the time of administration of the Oath of Enlistment in the USAR.
 - b. Must not be less than 17 years old and not have reached their 55th birthday.
 - c. Must not be less than 17 years old and not have reached their 35th birthday at the time of administration of the Oath of Enlistment in the USAR.
 - d. None of the above.
2. What are the educational requirements for an NPS applicant who is enlisting into the USAR?
 - a. Must have completed at least the 9th grade or equivalent.
 - b. Must meet the educational requirements of the specific option for which enlisting.
 - c. Both of the above.
 - d. None of the above.
3. An applicant, without a spouse, and with custody of one or more dependents under 18 years of age is disqualified for enlistment in the USAR.

True _____ False _____
4. What are the trainability requirements for a NPS applicant for enlistment into the USAR?
 - a. Qualifying AFQT/AFWST score plus one aptitude area score of 85 or higher if NHSG or two aptitude area scores of 85 or higher if HSDG.
 - b. Qualifying AFQT/AFWST score plus one aptitude area score of 85 or higher if HSDG or two aptitude area scores of 85 or higher if NHSG.
 - c. Two aptitude area scores of 85 or higher for both HSDG and NHSG.
 - d. None of the above.
5. The prime use of training/pay categories by recruiting activities is to establish the applicant's eligibility to attend paid training assemblies while awaiting entry on Initial Active Duty for Training (IADT).

True _____ False _____
6. Training/Pay Category P is the designation used for USAR members who are:
 - a. Authorized pay but not required to attend regularly scheduled Inactive Duty Training (IDT).
 - b. Not authorized pay and not required to attend regularly scheduled Inactive Duty Training (IDT).
 - c. Authorized pay and required to attend regularly scheduled Inactive Duty Training (IDT).
 - d. None of the above.
7. Which of the following is a non-waiverable moral disqualification?
 - a. Civil court conviction or adverse juvenile adjudication for six or more minor traffic offenses during a one-year period.
 - b. Civil court conviction or adverse juvenile adjudication for one or more juvenile felony offenses.
 - c. The subject of an initial court conviction or juvenile adjudication for more than one adult felony.
 - d. All of the above.
8. Which of the following criteria determines the training options available to individuals qualifying for enlistment under the Army Reserve Civilian Acquired Skills Program (ARCASP)?
 - a. Age and prior military service.
 - b. Prior military service and MOS.
 - c. Service obligation and MOS.
 - d. Age, service obligation, prior military service and MOS.
9. Under the ARCASP, the minimum promotion eligibility period is based on an average 8-week prerequisite MOS training requirement during IADT. At what time can the promotion be affected?
 - a. After completion of Initial Active Duty for Training.
 - b. After completion of Advanced Individual Training.
 - c. After successful completion of all required training.
 - d. None of the above.
10. Immigrant aliens (aliens lawfully admitted into the US under an immigration VISA for permanent residency) who are qualified to enlist into the USAR can be enlisted:
 - a. Upon completion of MEPS Testing.
 - b. Upon determination of unit vacancy.
 - c. After favorable results of a security investigation is received and required security clearances are granted.
 - d. None of the above.
11. Prior service applicants eligible to enlist or reenlist into the USAR with immediate assignment to the Individual Ready Reserve (IRR) may enlist for a period of:
 - a. 2, 3, or 4 years.
 - b. 3, 4, or 5 years.
 - c. 3, 4, 5, or 6 years.
 - d. 2, 3, 5, or 6 years.
12. The ROTC/SMP is a voluntary officer training program which requires Reserve Component enlisted status for eligibility.

True _____ False _____
13. Upon enrollment in the ROTC Advanced Course, individuals will be advanced administratively to which of the following pay grades?
 - a. E3.
 - b. E4.
 - c. E5.
 - d. E6.
14. To enlist for the ROTC/SMP enlistment option the applicant must be:
 - a. At least 18 years of age and under 35 years of age at time of enlistment.
 - b. At least 17 years of age and under 35 years of age at time of enlistment.
 - c. At least 18 years of age and under 25 years of age at time of enlistment.
 - d. At least 17 years of age and under 25 years of age at time of enlistment.
15. A prior service applicant enlisting in the USAR must meet which of the following trainability requirements?
 - a. AFQT score of 16 or higher.
 - b. AFQT score of 16 or higher plus 3 aptitude area scores of 85 or higher.
 - c. Aptitude area scores of 85 or higher in three or more aptitude areas of the ASVAB.
 - d. None of the above.
16. Who has USAR waiver approval authority for 1 - 15 days lost time?
 - a. USAREC Commander
 - b. Region Commander
 - c. DRC Commander.
 - d. TAG (RCPAC).
17. Under the ARCASP, how long must commanders utilize soldiers in their civilian acquired skills?
 - a. 1 year.
 - b. 2 years.
 - c. 3 years.
 - d. 4 years.
18. Nonprior service applicants enlisting into the USAR must enlist for a total of 6 years.

True _____ False _____
19. Which of the following options identifies that the applicant will remain assigned to a Troop Program Unit of the Selected Reserve for the entire period of the enlistment agreement.
 - a. 3 X 3 Option.
 - b. 4 X 2 Option.
 - c. 5 X 1 Option.
 - d. 6 X 0 Option.
20. Which of the following pay categories is authorized for nonprior service applicants enlisting for the 3 X 3 Option with IADT within 180 days?
 - a. Category A.
 - b. Category L.
 - c. Category P.
 - d. None of the above.

Army Nurse Corps Recruiting

by ANC Division Staff
HQ, USAREC

The month of February marks the 81st anniversary of the Army Nurse Corps (ANC), making it the second oldest branch in the Army Medical Department. On Feb. 2, 1901, the Army Nurse Corps Branch was established by Congressional order and became the oldest of the federal nursing services. The month of February becomes an appropriate time to reflect upon the history of Army nursing, its service during the nation's major conflicts and its organization and mission in the US Army Recruiting Command.

Brief History: Prior to establishing the Army Nurse Corps Branch in 1901, nursing services and activities were provided to the Army by contractual agreement. The primary mission of the branch was to provide the nursing care activities necessary for soldiers in combat. The nurses were appointed in the Army but neither as officers nor enlisted personnel. As COL Florence A. Blanchfield explained in a recruiting brochure, "they were just nurses," with certain military privileges and subject to military discipline.

The ANC Branch was so newly organized when World War I began, there was insufficient time for mobilization as military nurses. Consequently, Army nurses were enrolled by the American Red Cross and served with that organization during the war. The strength of the Corps expanded from 400 to more than 21,000 as the total

Army's strength increased to gear up for the war. The nurses who served during this period found that the majority of the casualties suffered from non-combat illnesses and not combat wounds. Nursing care of communicable diseases, especially those contracted from exposure to cold and damp conditions, often challenged the nurses' skills and endurance.

The beginning of World War II found the ANC much more organized and ready to support the combat force. The problems of commissioned rank were solved, uniforms were ordered and a superintendent had been appointed. In order to respond to the nursing care requirements of the Army, the Corps attained its highest level of 57,000 nurses.

Nurses served in all of the major theaters. Their deployment in the Pacific resulted in the capture of 67 nurses during the battles of Corregidor and Bataan. There is little written about these nurses because they refused to reveal much about their months in captivity. However, the following poem from the diary of one POW nurse, written during imprisonment, gives the reader an idea of the esprit de corps, dedication and determination with which those nurses served.

**Whenever you find an Army Corps
or a regiment of men;
You'll find the Army nurses marching
along with them.
You'll find them near the battle line**



**within the range of shell,
And you'll find the names of many, on
the rolls of those who fell.
They never charge the line itself, they
never rake the foe,
Yet they'll answer "Present" wherever
soldiers go.
I've seen them stand in the light of
dawn, weary and footsore too,
And to them I say in a reverent way
'How much we owe so few!
For they give the best, meeting every
test, despite the bomb and shell,
And the God above shall with his
love, reward and keep them well.**

The mood of the country in the post World War II period forced a reduction of the Armed Forces. The ANC was reduced rapidly. A reduction from the Corps has yet to recover. Nevertheless, Army nurses landed in Korea about 10 days after the first American troops. They served primarily in Mobile Army Surgical Hospitals providing care for all casualties. Army nurses provided leadership and guidance not only to the paraprofessionals who assisted them, but also to the newly organized Korean Nurse Corps.

The period between the Korean and the Vietnam wars was spent in upgrading and updating the standards of the profession and the Corps. For the first time, male nurses were appointed as ANC Officers. Specialty courses were established to improve the quality of patient care. Advanced professional courses were begun to prepare nurses for administrative and managerial roles.

The Walter Reed Army Institute of Nursing Program was opened in affiliation with the University of Maryland. The program was designed to graduate 100 nurses per year with baccalaureate degrees for direct appointment into the ANC. That goal was realized prior to the closing of the program as an economy measure in 1976.

The full history of the service of Army nurses during the Vietnam era is still being written. Portions of that history have revealed that the nurses deployed during the conflict represented the best prepared group, for their mission, that had ever been sent to a combat zone. The Corps was again expanded largely through recruitment and mobilization of USAR nurses, either as individuals or with units.

At present, the Army Nurse Corps Branch is made up of approximately 3,900 Officers. They serve in all major specialty areas in health care facilities in CONUS and at overseas locations. There are 28 ANC Officers assigned to USAREC to recruit additional nurses to accomplish the primary mission of providing quality nursing care to soldiers and their families.

Army Nurse Corps Recruiting was accepted as a USAREC mission in 1964. The mission of ANC recruiting is to provide sufficient numbers of Army nurse accessions to give quality nursing care to soldiers in health care facilities in the United States and in selected assignments overseas. There are a total of 119 officer, enlisted and civilian personnel assigned to USAREC who are dedicated to the accomplishment of the ANC Mission. They are assigned to the headquarters, region recruiting commands and district recruiting commands.

Ninety-one enlisted (OOE) and civilian personnel accomplish the recruiting activities required to bring about the accession of prospective applicants to active duty or into an Army Reserve unit. Their total mission for active duty and USAR accessions for FY 82 is 401 and 1,000 respectively. The activities of the ANC recruiters differ somewhat from that of enlisted recruiters. The nurse recruiter must provide more individualized services because large groups of accessions do

not often occur at once.

The need to travel the length or width of a DRC area in one day is not uncommon for the nurse recruiter. It may be necessary to complete a commissioning, supply orders for movement of household goods, and provide the necessary information to an applicant to assist in reducing the worry about the transition from civilian to military life.

Nurse recruiters operate as one-person recruiting stations. They must be "self starters" with a high level of maturity and possess a critical eye toward constant improvement in their performance. Their duties are basically the same as enlisted recruiters; they must use the same management systems, meet the same performance standards, and evaluate results.


Twenty ANC Officers, assigned to two or more DRCs are directly responsible and accountable for ANC Mission accomplishment by command authority. Their functions are crucial to the success of the nurse recruiter. In addition to the responsibility of providing direct supervision of the nurse recruiter, ANC Counselors are assigned innumerable duties which are necessary to ensure an ANC accession. Some of the major duties are the interviewing of each prospective applicant in lieu of a board appearance, principal staff officer and advisor to the DRC commander on nurse recruiting matters, representative of the ANC at local and state nursing conventions, job fairs, career days, professional nursing organization meetings, and a resource person in closing, advertising, market penetration and data analysis. The ANC Counselors cover an average area of 150,000 square miles with an average of 15 baccalaureate of science degree schools of nursing.

The requirements of a prospective applicant who desires to enter active duty are designed to ensure that the person possesses the qualities necessary for outstanding performance as an Army Officer, soldier and professional nurse. Major prerequisites are that the person be: a graduate of a BSN nursing program which is accredited by an agency acceptable to

the Army and the Office of the US Secretary of Education. Also they must be registered to practice nursing in one of the United States, District of Columbia, or Puerto Rico, between the ages of 21-35, or a US Citizen. They must either have experience as a professional nurse, or have been a nursing student for six of the twelve months prior to starting active duty. The prerequisites for the USAR are the same with the educational exception that registered nurses with diploma certificates and associate degrees are also eligible for appointment.

Prospective Army Nurse Corps applicants can be assured of joining one of the most progressive nursing organizations in the world today. Since early 1980, ANC officers have been engaged in implementing standards of nursing practice which were recently published at DA level. The graduate and continuing education programs are appealing because they provide professional updating of both skills and theory.

The majority of ANC officers are assigned to clinical nursing positions, such as direct patient care or the guidance of others in providing nursing care. However, there are additional positions which are designed to ensure professional growth and development in advanced clinical nursing, administration, management, education, field unit nursing, IG, and nurse recruitment. In addition, ANC officers must acquire and possess knowledge and skills refinement in military education. This expertise is largely acquired through attendance at advanced courses, service schools and senior service colleges.

This 81st anniversary of the ANC is but another opportunity for Army nurses everywhere to re-dedicate themselves to the ideals for which so many of them have lived and died—to provide the best possible nursing care to soldiers given the current state of the art and science. The USAREC personnel assigned specifically to ANC mission accomplishment are charged with the responsibility of ensuring adequate accessions of ANC officers so that the health care of the soldier is not placed in jeopardy. 

Her dream comes true

By MAJ Georgia S. Buggs
Walter Reed Army Medical Center

It has been a few weeks now since I received the good news from Uncle Sam regarding my acceptance into the Army Nurse Corps with the rank of Major. I am still working in my present job, anticipating what my future will be like within these next three years. I guess that I am really scared that something will happen and I won't go through with it.

What the heck, going into the Army isn't really all that bad is it? What's the big deal about? Well, I know that going into the Army really doesn't sound like a big deal to most people, but to me at my age, 40, it is a dream realized. Forty is about when most career military people are coming out of the service with their retirement in hand and going about the business of planning a new career in the civilian sector.

I guess our anxieties are similar in that we both are starting new careers. The age factor, however, is considered an asset for men, they are considered to be in their prime. For women, however, age 40 has been declared to be the point at which our decline sets in, you know, the "over the hill bit." How will I be accepted by my peers, coming in at an age traditionally set aside for leaving?

My initial dream to work as an Army nurse and travel all around the world and eventually marry an Army doctor was smashed at the beginning of my senior year in college. I was told by a nurse recruiter at my school, that I could not participate in the Army Student Nurse Program and enter the service because I had a civil law suit pending in the Florida court system.

She went on to say, that if I could get this case resolved, I could probably get in. I was referred to the District Attorney's Office in town where I was

told that if I would enter a plea of guilty, the case could be settled immediately. That really made me angry and I said "No," that I couldn't, wouldn't plead guilty and walked out the door, ending my future dream as an Army nurse.

"My dream of being an Army nurse is about to be realized."

Looking back, I remember having had selfish second thoughts about turning back and signing the statement. After all, who would know? I could go about the business of planning my future with the financial security of the Student Nurse Program.

However, I knew that I was dedicated to "the cause" that I had risked my life for. This "cause" was to participate in the student sit-in demonstrations of the early 60's. It was one of the first to occur in Florida's small capital of Tallahassee, and was a very frightful experience for me as a young student from Freeport, NY.

I was doing my part in the desegregation struggle of the town that was my home while attending school. Leaving the D.A.'s office, I quickly wiped away my tears of anger at the D.A. for asking me to sell-out my fellow students and our cause, and because I would have to defer my dream of becoming an Army Nurse.

It also meant that I would have to find other means of financing my last year of school, and that of my younger sister, who was a grade behind me. She too was a student nurse, and after much prompting by me, sat by me and filled the last empty seat at that lunch counter only moments before we were

dragged out by police and hauled to jail. Those moments are still vivid at times. However, looking back at the progress that has been made, it was well worth the tears and the deferment of my dreams.

I left college with the civil case still pending and went back to New York to work and eventually married my college sweetheart, Charles, who had participated in the Army ROTC program at school and after his graduation, joined the Army as a lieutenant.

We had a beautiful military wedding on Governor's Island, NY and I began my career as a military wife. Over the years I managed to hold down a job, finish my graduate and post-graduate work and raise two children.

It was when we were stationed at the Presidio of San Francisco after having lived in New York, Kentucky, Indiana and Alaska, that my dream of being an Army Nurse resurfaced. I met one of my sister's classmates from nursing school who told me she had recently joined the service.

I wondered if it was possible for me to join the Army with two dependents and an officer husband. I really began to give it serious thought when I heard that my neighbor, who had just had a baby, had joined the Army. She was working right there at Letterman Army Medical Center with her husband. When I inquired by phone I was told the age limit was 33 and I had just passed that birthday. I later learned that age was not a limiting factor. I don't believe that I spoke to a nurse recruiter.

At the time because of my age, my dream was put to eternal rest. Father time had taken his toll on my career dream. I put it out of my mind when we moved from California to Germany.

I led a very busy and active life, working and traveling throughout Europe with my family and even obtaining an advanced degree. I enjoyed

those years and have no regrets. I had a chance to do some traveling that I had dreamed about. My husband was then assigned to the Washington DC area and we settled in northern Virginia.

I got a job at a large psychiatric institution and enjoyed the years that I worked there. After almost four years I began to get restless and decided to do something different. I felt that I had given my best shot to that job and now I wanted to challenge a new arena.

I applied for and received a position as a program analyst in the Bureau of Health Planning, Human Resources Administration in Hyattsville, MD. The job meant a promotion, new responsibilities and most of all, a new challenge. It also meant a much further travel distance, more money for gas, and parking fees. You just can't win, can you? This new challenge, I thought, was well worth it.

My bureau became a casualty of the new administration and since I came here, shortly after the November elections, things have been pretty much on a wait and see basis. We have all been given a general notice of our agency's need to run a RIF (Reduction in Force) and most of us have been job hunting. Since I'm in a profession that

has a critical shortage in this area, I never thought that I would have any trouble finding a job, so I was not too worried about my RIF status.

A few months ago, I met one of my former college instructors from my undergraduate days and she mentioned that the new Dean of my school of nursing had recently joined the Army Reserve Nurse Program. I told her that was impossible, because she had never been on active duty and that she is older than I am. We talked further about some of the retirement benefits that she would get and I began to feel some inner emotions stirring, some that I had hidden away and had not felt for some time, gradually creeping to the surface. If she could, why couldn't I? I could join the Army Reserve Nurse Corps, maintain my nursing skills, receive a retirement plan, meet a new group of peers that I would work with monthly and even get a nice size pay check every month for week-end duty. I would even get a chance to go on active duty for two weeks a year.

The more I thought about it, the more positive I became. After all, I had nothing to lose and much to gain. So, while sitting in the office one day, I attempted to call the Reserve nurse recruiter. This attempt, however, was met with a few hassles and delays in trying to get the correct phone number, name and location of the right person. A few more weeks went by as I attempted to reach the reserve recruiter.

One day, by chance, a sergeant major happened to be in the office and answered the phone. I immediately told him all about the problems I was experiencing in trying to get information about the Army Reserve nurse program. We talked. Later he said, "I have something to offer you."

Doubtfully, I asked, "Oh like what." He asked me if I had a master's degree in nursing. I said, "Yes."

He then said, "Active duty."

"What, I am too old," I answered. When I told him my age, he said that we would just make it under the wire if we were talking about a 20-year career. He said I could retire in 20 years at age 60.

Age 60, I thought to myself, that's too

old to retire from the Army. I even had to chuckle to myself. Later, when I began to think over our conversation, I mused, retire at age 60 from the military, why not? Age 62 would probably be my retirement age since I had entered Government service so late. Well, need I say more? My dream of being an Army Nurse was about to be realized.

Since I had another birthday coming up soon, I thought that I had better get moving along. I was put in touch with an Army Nurse Counselor. He and his staff did a terrific job of selling the benefits of the program to me and my younger sister. We both completed our paperwork and our physical exams in a matter of a few weeks. This staff worked effectively and efficiently together. My sister went in before me.

The entry into the class at Ft. Sam Houston is my official starting date on active duty as an Army Nurse and that day is only a few weeks away. My time at my present job is running out and I have a mixed bag of feelings. I feel joy, sadness, excitement, anxiety, and even doubt. Doubts that I might not be successful, or that I might change my mind at the last minute.

My husband and my children are backing me one hundred percent. My children are excited. They are thinking about the way we lived before, traveling, moving from place to place, and they want to do it again. I have explained to them that I have been promised my duty station of choice. Walter Reed Army Medical Center. They are now planning beyond the initial three years. Charles, my husband, is happy for me. He says that he has no problems with the role reversal aspect of his becoming my dependent.

He is, however, somewhat guarded in that he is not definitely sure whether or not the Army will, for some reason during my three year tour, change my duty station from Walter Reed and the Washington DC area. I am optimistic! I'm willing to take the risk that at least for these initial three years, I will stay here at Walter Reed. After that, who knows? I may ask my husband to quit his job and follow me until I'm ready to retire. We'll see, I'd better take this thing, one step at a time. I have to deal with "Boot Camp" at 40.



92B: Medical laboratory specialist

Story by Pat Lee HSC, PAO
Photo by Leonard,
Ft. Sam Houston TASC

If you are interested in a medically oriented career the Army's medical laboratory specialist, MOS 92B, could be the career field for you.

Students attending the Medical Laboratory Specialist (Basic) Course at the Army's Academy of Health Sciences, Ft. Sam Houston, come from different backgrounds and select medical training for many different reasons. For some, it is the enjoyment of the analytical techniques required. For others it is a stepping stone to reach another goal and for some it is being a part of the allied medical profession.

For laboratory specialist, PFC Stephen J. Charnogursky, it is a stepping stone. His goal is to become a doctor. A

pre-med student, who ran out of money, Charnogursky worked as a respiratory therapist before entering the service. His civilian job provided him a strong background in clinical medicine, but only a limited background in laboratory medicine. The Army provides Charnogursky an opportunity for hands-on training in an Army medical laboratory while he continues his education and works toward his goal of becoming a doctor. Should he fall short of his goal, Charnogursky views medical laboratory work as a gratifying career alternative.

Another student, PVT Maria Cabassa, while in her fourth week of the 15-week course, said she had always been interested in the medical field. While attending high school, she worked as a health aide in a New York hospital. She chose the MOS 92B10 to

further her career in an allied medical profession.

The prerequisites for this medically oriented MOS are as follows:

For MOS 92B10, Medical Laboratory Specialist (basic)

- Credit for high school level chemistry and algebra.
- Aptitude area score of 95 or higher.
- Time remaining in service: 13 months.
- Normal color vision.
- No aversion to sight of blood or use of needles.

For MOS 92B30, Medical Laboratory Specialist (advanced)

- Possess 92B10 MOS.
- Minimum of 12 months experience in MOS 92B10.
- Time remaining in service after completion of the 52-week course: 29 months.



Students PFC Stephen J. Charnogursky (left) and PVT Maria Cabassa (right) learn to perform laboratory experiments.



Worth coming back for

"Army laboratory technician jobs have much more to offer than similar civilian positions," said SP5 Phillip S. Dennis.

Dennis, a microbiology instructor at the academy of Health Sciences, Ft. Sam Houston, has recently returned to the Army after a 12-month civilian stint.

The variety of work and the challenges offered by the Army are some of the reasons he decided to try the Army way of life again.

"While working as a civilian laboratory technician, I began to miss some things about the Army. If you're capable of doing a particular job and willing to accept the responsibility, the Army lets you do it. In civilian employment, your abilities are judged by your academic credentials," he commented.

Dennis has a B.A. in history and an associate's degree in applied science, but he does not have the appropriate academic specialization to fulfill his ambitions in a civilian laboratory. Realizing that in the Army he could make a living and further his education, he reenlisted into the Army.

Education has always been important to Dennis and he is thankful to the Army for helping him further his education through the Army's educational assistance program.

Enlisting in the Army in 1974, he attended the 15 week basic Medical Laboratory Course. He was selected to attend the 52 week Advanced Medical Specialist Course. Upon graduation he was awarded an associate's degree from Baylor University, Waco, TX. Course graduates are eligible for an associates degree through a program of affiliation between the Army and various universities.

With all that, Dennis decided to get out of the Army again.


"It was a really tough decision," he

said. It took me three months but the economy was bad. There was a hiring freeze on for state and federal jobs and the lumber industry was down."

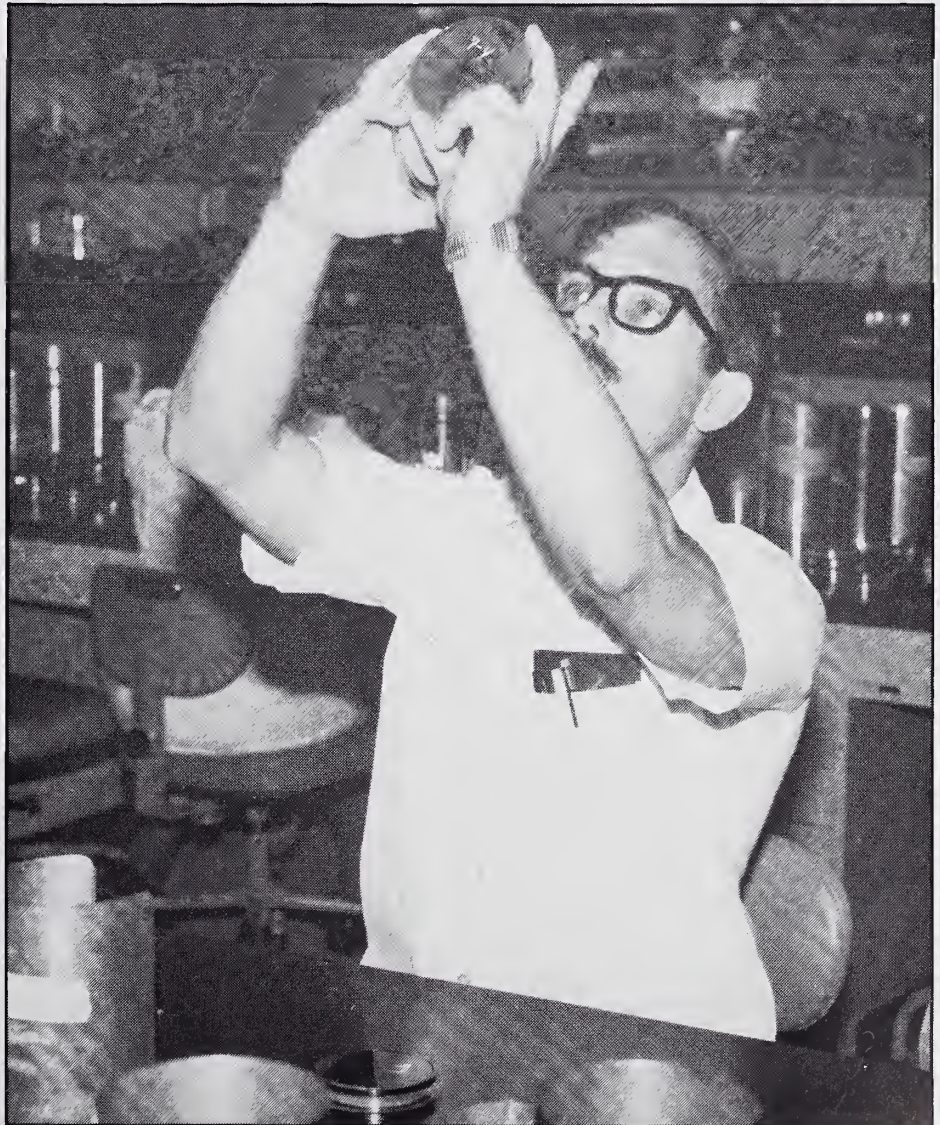
In need of a job he wrote to a San Antonio hospital he had worked at while in service. A full-time job motivated him to move back to San Antonio.

Having been in and out of the Army as well as sampling the civilian job

market, Dennis sounds like a recruiter himself. He talks with pride about his tour in Europe, the medical benefits, the commissary privileges and most importantly the money.

"I really do enjoy my job as a microbiology instructor. It's a challenge and I get a lot of satisfaction from teaching, and as a career, the Army's looking better all the time," he concluded. 

Checking an agar plate for bacteria growth, SP5 Phillip Dennis performs a necessary step in disease diagnosis.



92B: Medical Laboratory Specialist

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